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BOARD POLICY # 1004

# Board Policy

## Youth Protection Policy

Approval Date: 9 December 2025  
Rescinded: N/A

### Purpose

To ensure the safety and well-being of all youth who participate in or volunteer with GFI events and activities.

### Scope

This policy applies to all GFI personnel, including directors, coordinators, team leads, and volunteers who may interact with individuals under the age of 18.

### Definitions

**Youth:** Any individual under the age of 18 who attends, participates in, or volunteers with GFI.

**Adult:** Any individual 18 years of age or older.

### Policy Statements

#### **Supervision Guidelines:**

- Youth should, where possible, not be left alone with a single adult unless that adult is the youth's parent or legal guardian.
- Youth volunteers will be assigned age-appropriate roles that do not involve alcohol service, deep frying or industrial equipment operation.

#### **Screening Requirements:**

- All adults working directly with youth must be of sound character and be willing to pass a criminal record check if requested.
- Volunteers or staff who refuse requested screening may not be permitted to work with youth.

#### **Reporting Concerns:**

- Any concerns regarding the safety or well-being of a youth must be reported immediately to the Operations Coordinator or most senior on-site official.
- GFI will follow all mandatory reporting laws as required by the Province of British Columbia.

#### **Consent and Communication:**

- Written parental or guardian consent must be obtained before any youth under the age of 16 begins volunteering.
- Communication with youth volunteers should remain professional and, when possible, include a second adult or occur through official GFI channels.

#### **Training and Awareness:**

- Team Leads and Coordinators will be trained on this policy and youth safety protocols annually.
- Youth protection expectations will be reviewed as part of volunteer orientation.

#### **Enforcement:**

- Violation of this policy may result in dismissal and, where required, reporting to legal authorities.

**Amendments**

This policy may be amended by a majority vote of the Board of Directors.

<b>Created On:</b>	December 9, 2025	<b>Revised On:</b>	
<b>This document replaces the last revision of:</b>			
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