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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Rescinded: N/A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.

Created On:	December 9, 2025	Revised On:	
This document replaces the last revision of:			
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Endorsed by Operations:			
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