



Federation of BC Youth in Care Networks Values Code

The Fed Values Code is an evolving document that is a collection of values that all youth members, participants, staff and adult supports are accountable to when attending or participating in Fed run programs, events, outings, and social media. Disregard for the Values Code will have consequences that may include removal from an event or activity and future events or activities. The Fed staff are committed to ensuring that Fed events are safe and comfortable for all youth to participate in.

The Fed Values: *Acceptance and Tolerance* - Accept people for who and what they are and their experiences. Recognize that even if we disagree, we can still have positive and meaningful connections.

The Fed Values: *Kindness and Consideration* - Respect inclusive and preferred pronouns and avoid the use of derogatory language. Express yourself with respectful words. Hate speech, offensive language and discrimination of any kind (gender, race, sexuality, age, religion, ability, size etc.) is not tolerated and will result in one warning, followed by removal from the Fed event or space if the behavior continues.

Examples of derogatory language:

“That’s so gay” - offensive to the LGBTQ2S Community

“You guys” - offensive to gender non binary and gender non-conforming youth

“That’s crazy” - offensive to those with mental health struggles

The Fed Values: *Participation and Cooperation* – While participating in a Fed event, engage in the ways you are able to, stay on site for the duration of the event, listen to staff/adult support instructions and ask for a break/space if you need it.

The Fed Values: *Discretion* - Respect the boundaries, privacy and personal space of others. Sexual contact is not appropriate while at Fed events. Physical contact and taking photos of someone can make them uncomfortable; let’s minimize this by asking before touching each other and asking before taking photos.

The Fed Values: *Gratitude*- If you appreciate someone for their words or actions, let them know!

The Fed Values: *Honesty*- Lying and stealing create an adverse and unsafe environment. Please help maintain the positivity of Fed events by employing honesty. Always feel free to express your honest opinions or concerns.

The Fed Values: *Spaces free of prohibited substances* - Leave alcohol and illicit drugs at home and sign in all medication to staff. Be mindful that there are folks in recovery, and they should not have to be worried about exposure and relapsing in this environment. Be mindful that there are underage youth at Fed events. The use of prohibited drugs or misuse of prescription drugs will result in immediate removal from the Fed event with a follow up meeting to decide participation in future Fed events. Please note that while attending Fed events no members, alumni, staff, adult supports or board members can enter age exclusionary establishments like bars and clubs.

Example of prohibited use or misuse: being in possession of marijuana/alcohol, dosage abuse, selling or sharing prescription medication, selling cigarettes, consuming energy drinks

The Fed Values: *Unity* - We come together to make connections and great memories. Make an effort to include everyone and empower one another to do our personal best. Be willing to meet people where they are at. Work to understand that our individual experiences and trauma impact us all differently.

The Fed Values: *Safety and Privacy* - Fed events are a safe space for all. Weapons and violent or aggressive words, actions or threats will not be tolerated. We respect everyone's right to privacy. Youth cannot enter rooms/cabins to which they are not assigned.

The Fed Values: *Confidentiality* - The Fed respects folks' confidentiality and consent. Be mindful when taking photos and sharing stories at Fed events. Not everyone consents to having their photos and/or stories shared publicly (i.e. social media). Our goal is to create an environment where youth feel empowered to share their stories without fear of it being shared without their consent.

The Fed Values: *Respect for the shared space and land we use* - The Fed acknowledges that many of our events take place on unceded territories in BC. We will honor the land we use by leaving it as we found it, and respecting others that use the space.