



Membership Contract & Packet 2022 - 2023

Dear Parent/Guardian & TRZ USY Member,

Below is our Code of Conduct for each member. To sign up for USY as a Jr. or Sr. member, each child and parent must sign and return this document to the youth director. If you have any questions or concerns, please feel free to reach out to your youth director.

Thank you for your support of TRZ USY!

Danielle Stein Newland

Temple Ramat Zion Youth Director

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Member Code of Conduct and Zero Tolerance Policy

The following are excerpts from the Code of Conduct that the staff of TRZ Youth Department feels that it is important to stress to TRZ USY/Jr. USY members. The TRZ USY member is expected to uphold all aspects of the full code of conduct, including those not outlined here.

Member Responsibilities:

All members have the responsibility to:

- Contribute to a safe and orderly environment that is conducive to the goals of the program and show respect to other persons and property.
- React to direction given by staff in a respectful and positive manner.
- Work to develop mechanisms to control anger for individuals as it may arise.
- Seek help in solving potentially violent and disruptive problems.
- Conduct themselves as representatives of the organization when participating in community or TRZ sponsored events and to maintain high standards of conduct, demeanor and sportsmanship.
- Ask questions regarding these rules when the member does not understand them.

Prohibited Member Conduct:

Examples of prohibited conduct include but are not limited to:

- Lying to TRZ staff or volunteers
- Stealing/acquiring property that is not their own
- Defamation (which includes making false or unprivileged statements or representations about an individual or identifiable group of individuals that harm the reputation of the person or identifiable group by demeaning them).
- Discrimination (which includes the use of race, color, creed, national origin, religion, gender, sexual orientation, or disability as a basis for treating another in a negative manner).
- Inappropriate sexual behavior
- Harassment, including bullying, which includes sufficiently severe action, or a persistent pervasive pattern of actions or statements directed at an identifiable individual or group which are intended to be, or which a

reasonable person would perceive as ridiculing or demeaning.

- Intimidation—defined as engaging in actions or statements that put an individual in fear of bodily harm.
- Hazing, which includes any intentional or reckless act directed against another for the purpose of initiation into or maintaining membership at any level of the organization.
- Selling, using, displaying or possessing obscene material.
- Possessing, smoking, selling, distributing or exchanging cigarettes, cigars, pipes, chewing or smokeless tobacco.
- Possessing, consuming, selling, distributing alcoholic beverages or other illegal substances, or attending any USY event under the influence of either. “Illegal substances” include but are not limited to, inhalants, marijuana, cocaine, LSD, PCP, amphetamines, heroin, steroids, look-alike drugs, and any substances commonly referred to as “designer drugs”.
- Inappropriate use of sharing of prescription or over-the-counter drugs. • Gambling
- Indecent exposure—defined as exposure of the body in a lewd or indecent manner.

TRZ USY Substance Abuse Policy

Every TRZ USY member must sign the following pledge stating that at all times during their board term, they will not be under the influence of or in possession of illegal substances as defined by our organization’s policy.

There is a zero-tolerance policy inside any TRZ functions for all board members and infraction of this policy will result in consequences outlined below.

No board member shall possess, use or be under the influence of any prohibited substance. A “prohibited substance,” is defined as:

1. Alcoholic beverages of any nature whatsoever except for supervised sacramental purposes
2. Marijuana, tobacco, e-cigarette, or vaping products
3. Any illegal substance
4. Any drug which requires a prescription but for which a valid prescription has not been issued to the person possessing, using or under the influence of such drug

I pledge that should I violate the TRZ Substance Abuse Policy or Prohibited Member Conduct,, I will be subject to one or more of the following consequences:

1. 30-day minimum suspension
2. Removal from a privileged duty (or duties)
3. Resignation or removal from office

I, _____, understand the Code of Conduct and Substance Abuse Policy, and recognize that any violation thereof will result in the appropriate action being taken. I recognize it as my duty to follow the Code of Conduct and Substance Abuse Policy, and to encourage others to as well.

_____ USYer Signature

_____ USYer Printed Name

_____ Parent/Guardian Signature

_____ Parent/Guardian Printed Name