



OUR MISSION

To enable all young people,
especially those who need us most,
to reach their full potential as productive, caring, responsible citizens.

OUR CORE PROMISE

To America's Youth:

To provide a safe, positive place and have a significant impact on
their lives.

To the Nation:

To uphold high ethical standards in all areas, especially in overseeing
our finances,
reporting data on membership and community outreach, being good
stewards
of the donor dollar and representing ourselves to the public.

OUR VISION

We envision a future in which the Boys & Girls Club Movement is a
catalyst for an age in which success is within reach of every child,
and whole generations of children are inspired to a level of civic
engagement
not seen since the founding of our nation.

GREAT FUTURES START [HERE.](#)

STAFF CODE OF ETHICS

The Boys & Girls Club of Bryant (BGC) ***expects all staff members to conduct themselves in a manner that exemplifies the highest standards of ethics, professional conduct, customer service, and moral standards.*** Recognizing that it is not possible to address all ways in which ethical issues may arise, the following principles are intended as a guide in making sound judgments and decisions on behalf of BGC and its mission, not as a comprehensive list of potential concerns.

Pledge of Personal and Professional Conduct

- **Integrity** -- I will demonstrate the highest standards of ***individual conduct, personal accountability, integrity, trustworthiness, fair dealings, considerations of the rights of others, and the highest principles of good business relationships.***
- **Excellence** -- I will strive to meet the ***highest standards*** of performance, quality, service and achievement.
- **Honesty** -- I will communicate ***directly, respectfully, honestly and openly;*** and ***avoid any misrepresentation.***
- **Diversity** -- I will support diversity -- ***promoting a working environment*** that embraces the similarities and differences all people bring to the organization.
- **Respect** -- I will respect and act fairly toward all those with whom I come into contact with and ***refuse to engage in or tolerate any form of discrimination, harassment, gossip or slander.***
- **Responsibility** -- I will take responsibility for my actions and decisions and remain a careful steward of our funds and resources entrusted to me. I understand that BGC is a non-profit organization and relies heavily on fundraising efforts. I agree to support these efforts through volunteering when necessary. I will also take every opportunity to serve as an effective mentor to our members.
- **Confidentiality** – I will maintain confidentiality of club information at all times and will not share others unless demanded by legal process or approved by the Executive Director.
- **Social Media** – I will make all of my social media sites accessible to the Program Director, Executive Director, and BGC upon applying.
- **Authority** -- I will not exceed my limits of authority

- **Reputation**-- I will refrain from any endeavor or activity that could impact or negatively reflect upon the mission, purpose, integrity, reputation, and professional and business relationships of BGC.
- **Judgment**—I will not place my personal interest in conflict with the mission, purpose, vision or interests of BGC and will avoid any conduct that may impair my judgment with respect to BGC.
- **Professional Conduct** –. I will maintain professional behavior, conduct, and contact with the youth we serve. *I will always act on the side of caution when dealing with our youth and maintain appropriate boundaries at all times.*
- **Technology**— I will not make any false or misleading entries in any books, timesheets, records, expense reports, etc or aid others in doing so. I will refrain from using computers for personal use unless approved by my supervisor.
- **Environment** – I will do my part to create a fun, safe, and positive experience for our youth. *I will promote a professional and harmonious work environment at all times and will bring all matters of concern to my supervisor and/or the Executive Director.*
- **Compliance** -- I will comply with BGC's Code of Ethics, employee handbooks, policies, procedures and all laws and regulations affecting BGC.

Above all, I realize I have been specifically chosen to work at the Boys and Girls Club of Bryant based on my personal attributes and reputation. I realize that I play an important role in the lives of children and my focus will always be to do my part to ensure our Club is a safe and positive experience!



Welcome to the Boys and Girls Club of Bryant.

GREAT FUTURES START HERE.