



Leaders In Training Sports Mentoring Program * C/o the Urban Affairs Coalition * 6th Floor * 1207 Chestnut Street
Philadelphia, PA 19107 * Phone: 267.377.3471 * Fax: 215.851.0514
* Email: eugene.pough@litsports.org * Website: www.litsports.org

Expected Behavior

The following behaviors are expected and requested of all community members: Participate in an authentic and active way. In doing so, you contribute to the health and longevity of this community. Exercise consideration and respect in your speech and actions. Attempt collaboration before conflict. Refrain from demeaning, discriminatory, or harassing behavior and speech. Be mindful of your surroundings and of your fellow participants. Alert community leaders if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, even if they seem inconsequential. Remember that community event venues may be shared with members of the public; please be respectful to all patrons of these locations.

Unacceptable Behavior

The following behaviors are considered harassment and are unacceptable within our program: Violence, threats of violence or violent language directed against another person. Sexist, racist, homophobic, transphobic, ableist or otherwise discriminatory jokes and language. Posting or displaying sexually explicit or violent material. Posting or threatening to post other people's personally identifying information ("doxing"). Personal insults, particularly those related to gender, sexual orientation, race, religion, or disability. Inappropriate photography or recording. Unwelcome sexual attention. This includes, sexualized comments or jokes; inappropriate touching, groping, and unwelcomed sexual advances. Deliberate intimidation, stalking or following (online or in person). Advocating for, or encouraging, any of the above behavior.

Consequences of Unacceptable Behavior

Unacceptable behavior from any participant, including mentors or mentees, will not be tolerated. Anyone asked to stop unacceptable behavior is expected to comply immediately. If a participant engages in unacceptable behavior, we may take any action deemed appropriate, up to and including a temporary ban or permanent expulsion from the program without warning.

Reporting Guidelines

If you are subject to or witness unacceptable behavior, or have any other concerns, please notify us as soon as possible by emailing eugene.pough@litsports.org.

Addressing Grievances

Only permanent resolutions (such as bans) may be appealed. To appeal a decision of the program, contact eugene.pough@litsports.org.

Scope

We expect all program participants (contributors, mentors, mentees; and other guests) to abide by this Code of Conduct in all program venues—online and in-person—as well as in all one-on-one communications pertaining to community business. This code of conduct and its related procedures also applies to unacceptable behavior occurring outside the scope of program activities when such behavior has the potential to adversely affect the safety and well-being of program members.

Voluntary Participation

Mentors and mentees acknowledge and understand that their participation is entirely voluntary and that they may withdraw at any time. They further agree to defend, indemnify and hold the Leaders In Training



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Sports Mentoring Program, its officers, officials, employees and volunteers harmless from any and all claims, injuries, damages, losses or suits including attorney fees, arising out of or in connection with the performance of the mentorship relationship.

We ask that all volunteers carefully consider schedule availability to attend all sessions before signing up. To be considered as having successfully completed a program, you should ensure you can attend at least 80 percent of the sessions. We understand unexpected things come up and some absences are unavoidable, in which case we ask all students to communicate to their team leaders and mentors ahead of time to let them know if they cannot attend a session. Failure to attend consecutive sessions will result in some type of disciplinary action. Missing three consecutive sessions will result in termination from the program. If unforeseen circumstances should occur; ***PLEASE NOTIFY one the LITSports Administration or a school/company representative ASAP!!!*** Depending on your situation and how many sessions you attended, your case will be thoroughly reviewed.

Contact information

Any requests for clarification or additional information should be sent to eugene.pough@litsports.org.

By signing agree below, you acknowledge that you have read the LITSports Mentoring Program Code of Conduct and agree to the terms.

Signature

Date

Name

Witness

Date