

Volunteer Grounds for Dismissal

Grounds for Immediate Dismissal or at the Conclusion of the Volunteer Appointment

- Willful violation of security or safety rules; negligence or any careless action, which endangers the life or safety of a girl or another adult.
- Being intoxicated or under the influence of controlled substance drugs while volunteering; use or possession or sale of controlled substance drugs in any quantity while on Girl Scout premises and/or while conducting volunteer activities except medications prescribed by a physician which do not impair volunteer performance.
- Unauthorized possession of firearms, weapons or explosives on Girl Scout property or while conducting volunteer activities.
- Engaging in criminal conduct or acts of violence, or making threats of violence toward anyone, fighting or provoking a fight or negligent damage of property when representing Girl Scouts.
- Not demonstrating the core values of the Girl Scout Mission or poor representation of Girl Scouts at events and activities. This may include but not limited to:
 - Speaking poorly of girls, parents, volunteers and council staff
 - Posting negative comments on Facebook or other social media websites
 - Embarrassing girls, parents or other volunteers at events, activities and camp
 - Aggressive/antagonistic behavior towards community partners
 - Frequent complaining of Girl Scout rules and regulations
 - Ignoring policies and procedures
- Theft of council property or property of fellow volunteers and/or girls; unauthorized possession or removal of any council property, including money and documents from the premises without prior permission; unauthorized use of council equipment or property for personal reasons; using council equipment for personal gain.
- Insubordination or failing to obey instructions properly issued by council staff.
- Dishonesty; willful falsification or misrepresentation; alteration of council records or other documents.
- Breach of confidentiality of personal or health information.
- Inappropriate behavior toward girls as defined by abuse or harassment policies. Allowing an environment of bullying and exclusion.
- Providing an unsatisfactory or unsafe experience for girls or adults within your volunteer role.
- Refusal to participate in conflict resolution council procedures.
- Refusal to abide by any restrictions placed on you.
- Continual refusal to communicate with council staff.
- Failure to ask permission for additional money-earning events.

Volunteer positions are 12-month appointed positions. All volunteers are reappointed annually. Girl Scouts of NE KS & NW MO reserves the right to dismiss or refuse appointment of any volunteer.