CODE
OF
CONDUCT

THE BHARAT SCOUTS AND GUIDES
भारत स्काउट्स एवं गाइड्स
Lakshmi Mazumdar Bhawan
16, Mahatma Gandhi Marg, Indraprastha Estate, New Delhi - 110002
Email: info@bsgindia.org **Web:** www.bsgindia.org
Phone: +91-11-23370724/23378667 **Fax:** +91 - 11 - 23370126

FOREWORD

Dr. K.K. Khandelwal
Chief National Commissioner
The Bharat Scouts and Guides

The Rules Committee in its meeting held on 15th September 2018 proposed to have Code of Conduct for the volunteers which was duly accepted by the National Executive Committee held on 16th Sept. 2018. The notification was issued vide circular no. 113/2019 on 21.10.19 and the National Council in its meeting held on 24.11.2019 confirmed the amendments in the rules. My hearty thanks to Mr. Ashutosh Kumar, Legal Adviser who is the master mind behind this great work.

For the last decade, it was felt that the Code of Conduct for the volunteers to be prepared and acted. Now all the volunteers who are not covered by any of the Code of Conduct will be under the conduct and follow the Rules and Regulations of the organisation which will give boost to the organisation and certain thing which is not acceptable can be controlled. We hope that every one of us will follow the Code of Conduct in principle for the better fruitful result in regards to the development of the organisation.

Chief National Commissioner
25th November 2019

WORLD ORGANIZATION OF THE SCOUT MOVEMENT

MISSION STATEMENT

The mission of Scouting is to contribute to the education of young people, through a value based system based on the Scout Promise and Law to help build a better world where people are self-fulfilled as individuals and play a constructive role in society.

This is achieved by:

- Involving them throughout their formative years in a non-formal education process
- Using specific methods that makes each individual the principal agent in his or her development as a self-reliant, supportive, responsible and committed person Assisting them to establish a value based upon spiritual, social and personal principles as expressed in

ASSOCIATION OF GIRL GUIDE AND GIRL SCOUT

VISION

All Girls are valued and take action to change the world.

MISSION

To enable girls and young women to develop their fullest potential as responsible citizens of the world.

THE BHARAT SCOUTS AND GUIDES

Creating a Better World

VISION STATEMENT

By 2024, The Bharat Scouts and Guides will be a globally visible, consistently growing, self-reliant premium youth movement that is gender balanced, vibrant and responsive to trends.

Providing young people with value-based, attractive and challenging youth programme, through competent leaders, effective communication, optimum use of technology and efficient management.

SCOPE AND PURPOSE OF CODE OF CONDUCT

1. This Code is more than a set of prescriptive guidelines issued solely for the purpose of formal compliance. It represents collective commitment of volunteer leaders of BS&G and serves as mandatory guiding principle which all volunteer leaders have to adhere.
2. It' s our duty to protect reputation of the organization by adhering to the values and principles set out in this Code. By doing so, we strengthen our movement.
3. The norms set in this Code are mandatory for all volunteer leaders irrespective of post or past association with the movement. Every volunteer leader should expect to be held accountable for his/her behaviour. Should such behaviour violate this Code, they may be subject to action not limited to removal from the office which he/she is holding or withdrawal of Award/recognition conferred by the organization.
4. The code does not provide a comprehensive and complete explanation of all expectations from an organization standpoint.
5. The word "Scout" includes "Guide" also and read accordingly.
6. In this code, "we or us" mean leaders who are serving as voluntary or honorary capacity.
7. The Executive Committee of The Bharat Scouts & Guides is the final authority to take decisions or modify any provision of this code. The aggrieved person may appeal to the President of the Association within 30 days of the decision of the Executive Committee of the Bharat Scouts & Guides whom decision is binding for all purposes.
8. For any query or clarification on the Code, please contact Director, BS&G.

SCOUTS PROMISE AND LAW

PROMISE

मैं–मर्यादापूर्वक प्रतिज्ञा करता हूँ कि मैं–यथाशक्ति ईश्वर और अपने देश के प्रति अपने कर्त्तव्य का पालन करूंगा। दूसरों की सहायता करूंगा, और स्काउट नियम का पालन करूंगा ।

On my honour, I promise that, I-will do my best – To do my duty to God and my country, To help other people and To obey the Scout Law.

LAW

स्काउट विश्वसनीय होता है।

A Scout is trustworthy.

स्काउट वफादार होता है।

A Scout is Loyal.

स्काउट सबका मित्र एवं प्रत्येक दूसरे स्काउट का भाई होता है।

A Scout is a friend to all and a brother to every other Scout.

स्काउट विनम्र होता है।

A Scout is courteous.

स्काउट पशु–पक्षियों का मित्र और प्रकृति–प्रेमी होता है।

A Scout is a friend to animals and loves nature.

स्काउट अनुशासनशील होता है और सार्वजनिक सम्पत्ति की रक्षा करने में सहायता करता है।

A Scout is disciplined and helps protect public property.

स्काउट साहसी होता है।

A Scout is courageous.

स्काउट मितव्ययी होता है।

A Scout is thrifty.

स्काउट मन, वचन और कर्म से शुद्ध होता है।

A Scout is pure in thought, word and deed.

GUIDES PROMISE AND LAW

PROMISE

मैं–मर्यादापूर्वक प्रतिज्ञा करती हूँ कि मैं–यथाशक्ति ईश्वर और अपने देश के प्रति अपने कर्त्तव्य का पालन करूंगी। दूसरों की सहायता करूंगी, और गाइड नियम का पालन करूंगी ।

On my honour, I promise that, I-will do my best – To do my duty to God and my country, To help other people and To obey the Guide Law.

LAW

गाइड् विश्वसनीय होती है।

A Guide is trustworthy.

गाइड् वफादार होती है।

A Guide is Loyal.

गाइड् सबकी मित्र एवं प्रत्येक दूसरे गाइड् की बहन होती है।

A Guide is a friend to all and a brother to every other Guide.

गाइड् विनम्र होती है।

A Guide is courteous.

गाइड् पशु–पक्षियों की मित्र और प्रकृति–प्रेमी होती है।

A Guide is a friend to animals and loves nature.

गाइड् अनुशासनशील होती है और सार्वजनिक सम्पत्ति की रक्षा करने में सहायता करती है।

A Guide is disciplined and helps protect public property.

गाइड् साहसी होती है।

A Guide is courageous.

गाइड् मितव्ययी होती है।

A Guide is thrifty.

गाइड् मन, वचन और कर्म से शुद्ध होती है।

A Guide is pure in thought, word and deed.

OUR CONDUCT AS VOLUNTEER LEADER

1. I/We as a responsible scout leader committed to serve the organization with highest level of devotion to assigned responsibility.

2. I/We are committed to serve conforming to the highest moral and ethical standards.

3. I/We contribute to the physical, intellectual, moral, social and spiritual potential development of the future generation

4. I/We respect culture, norms and heritage. We avoid any project or activity that is detrimental to the wider interests of the communities in which we volunteer.

5. I/We do not compromise safety of others. I/We strive to provide a safe, healthy and clean environment to professional leaders and all those who work with us.

6. When representing organization, I/We act with professionalism, honesty and integrity, and confirm to the highest moral and ethical standards. In the States BS&G works, I/We exhibit culturally appropriate behavior and conduct shall be perceived as fair and transparent by third parties.

7. I/We respect the human rights and dignity of all associates.

8. The statement that I/We make publicly shall be truthful and made in good faith.

9. I/We do not support by any means or become member of any other parallel youth Scout organization.

10. I/We comply with the laws of the land. With regard to those provisions of the Code that are explicitly dealt with under an

applicable law, the law shall take precedence. In the event that the standards prescribed under any applicable law are lower than that of the code, we shall conduct ourselves as per the provisions of the Code.

11. I/We create a conductive work environment built on tolerance, understanding, mutual-cooperation and respect for individual privacy.

12. I/We treat everyone with dignity and respect. I/We do not tolerate any form of harassment, whether sexual, physical, verbal or psychological.

13. I/We respect others right to privacy. I/We have no concern with their conduct outside work environment, unless such conduct impairs their work performance or adversely affects reputation of BS&G.

14. I/We shall not, directly or indirectly, offer or receive any illegal or improper payments or comparable benefits that are intended or perceived to obtain undue favors for the conduct of affairs of BS&G.

15. I/We may accept gifts or hospitality from other scout leaders, only if such a gift would not influence or appear to influence, our ability to act in the best interest of BS&G and would not embarrass BS&G or the giver if disclosed publicly.

16. I/We shall not make any willful omissions or material misrepresentation that would compromise the integrity of BS&G records, internal or external communications and reports, including the financial statements.

17. I/We shall respect and protect all confidential information and intellectual property of BS&G.

18. I/We shall promptly report the loss, theft or destruction of any confidential information or intellectual property and data of BS&G or that of any third party.

19. I/We shall use all organizational assets, tangible and intangible for the purpose for which they are provided and in order to discharge the assigned responsibility. Such assets shall not be misused.

20. I/We do not tolerate prohibited drugs and substances from being possessed, consumed or distributed at office/camps.

21. I/We are committed to good Scout leader, and shall actively assist in the improvement of the quality of training and activity of the organization.

22. I/We, in uniform, do not seek to influence the outcome of public elections, nor to undermine or alter any system of government. I do not support any specific political party or candidate for political office.

23. I/We must preclude any activity that could be interpreted as mutual dependence/favour with any political body or person, and I/We do not offer or give any organization funds or property or other resources to use to any political party, candidate or campaign.

24. I/We shall ensure that no person or organizations uses the BS&G emblem or name to further its interests without proper authorization.

25. I/We shall raise concerns or complains firstly through internal grievance mechanism as approved by National Executive committee.

26. I/We do not tolerate any form of retaliation against anyone reporting legitimate concerns.

THE BHARAT SCOUTS AND GUIDES
CODE OF CONDUCT

I acknowledge that I have received the Bharat Scouts & Guides Code of Conduct.

I have read the BS&G Code of Conduct and I acknowledge that as a volunteer leader, I am required to comply with the guidelines described therein and failure to do so may subject me to action as decided by National/State/District/Local Executive Committee.

If I have a concern about a violation, or a potential violation of the BS&G Code of Conduct, I understand that I am under obligation to report such concerns. I will play my part in maintaining the high ethical standards to which we hold ourselves.

Signature

Name_____

Rank in the Movement, if any: _____

Address: _____

_____

_____

Email & Contact Number: _____

Place: _____

Date: _____