



## **COMBINED TRAINING CONTINGENT CAMP PENDLETON, VA**

### **Ethics and Standards of Conduct for Adult Staff**

### **Memorandum of Understanding**

Parents depend on me to keep their children healthy and safe. That is my first priority.

I have the moral and legal responsibility to do the right thing at all times. I have read the NSCC Regulations and Standards of Conduct. I know they must be adhered to at all times and are not just suggestions from which I can pick and choose.

I represent my unit, the Sea Cadets, the Navy and the Coast Guard in everything I do as a Sea Cadet volunteer. I will work to create a favorable image at all times.

I will support and maintain the integrity of the Chain of Command. I adhere to the Chain of Command in all matters and ensure subordinates do as well. If in disagreement with a senior officer I will request a conference in private.

I will provide clear rules and realistic expectations to the staff cadets. They will rely on me for sound guidance and advice. I will set the right example.

I will not create a hostile training environment. I will not instill discipline using malicious or antagonistic methods. I will not scream at cadets, call them inappropriate names or make them participate in inappropriate activities. I am not here to "break them down" or "weed them out". I will never humiliate a cadet or make them feel that they are worthless. Every action I take, every word I say is to help the cadet become a better person. I am here to develop character and self-esteem.

Maltreatment, oppression, mental or physical abuse, hazing, and humiliation have no place in a youth organization. I will not participate in such action nor allow it to take place.

I will not physically punish a group for one cadet's bad behavior or performance. I understand it is against NSCC Regulations. I recognize that it would not only be a missed opportunity to reinforce positive behavior, but will actually discourage it.

If I must counsel a cadet, I will do so with another adult witness as required by NSCC Regulations. If counseling a female cadet, I will ensure one of the adults is a female officer or instructor.

I will document any form of punishment, including formal counseling. I will seek approval from the COTC if physical punishment such as marching tours is warranted.

I will not conduct any form of training between Taps and Reveille without the prior approval of the COTC. "PT" and EMI will not be conducted after hours for any reason.

I will not use, nor permit the use of profane, vulgar language. It is forbidden by Regulations and is not to be used by cadets or adult staff.

I will not smoke in the view or vicinity of cadets, nor will I offer cadets tobacco products. I will not consume alcohol at any time during this training.

I will be a responsible caretaker of Sea Cadet finances and assets. I will not misuse or unlawfully take its funds or property for personal or improper reasons. I will take care of all government and NSCC property.

It is my responsibility to report actions that violate the Standards of Conduct. I will not conform to a group that is violating the Regulations or Policies of the NSCC. I will not shirk responsibility even if others do. I will stay morally strong and speak up when the situation warrants it. If I fail to report it, I am as guilty as those who commit the act. I understand that I can be held personally and financially liable for my conduct and that of my subordinates.

I have read and understand these Standards of Conduct, and I agree to hold my fellow officers and instructors, my cadets and myself accountable for them.

Printed Name: \_\_\_\_\_ Rank: \_\_\_\_\_

Signed: \_\_\_\_\_ Date: \_\_\_\_\_