

Private Sponsor Group Code of Conduct Agreement

Objective

As a private sponsor, my goal is to welcome the refugee newcomer(s) as outlined in my Private Sponsor Group's Welcome Plan, setting refugee newcomer(s) up for success in their new community.

Expectations

I understand that:

- A central goal of sponsorship is for the refugee newcomer(s) to become self-sufficient as quickly as possible. I will provide information and resources to support the refugee newcomer(s) in making decisions towards that goal.
- The refugee newcomer(s) are free to decline assistance and determine what Private Sponsor Group services are most helpful.
- The refugee newcomer(s) will have their own religious beliefs. I will respect these and not engage in proselytization.
- Unexpected challenges are a normal part of sponsorship. I will aim to connect the refugee newcomer(s) to individuals/resources as needed.
- Refugee newcomer(s) have freedom of movement within the United States of America. My responsibilities toward the refugee newcomer(s) may end if the refugee newcomer(s) decide to move outside of the initial community of welcome, although I will endeavor to the best of my ability to support a smooth transition to the new community.

Communication

- I understand our responsibility as a Private Sponsor Group to communicate with our Private Sponsor Organization (PSO) about the delivery of core sponsorship services as outlined in our Welcome Plan and other key concerns that may arise related to the health, safety and wellbeing of the refugee newcomer(s).
- I will maintain a respectful relationship with the refugee newcomer(s), Private Sponsor Group members, community members, and organizational representatives encountered through Private Sponsor Group activities.

Confidentiality

- Our Private Sponsor Group affirms refugee newcomers' right to confidentiality and will protect their personal information, and not share it without prior consent. We will ensure any interpreters we work with understand and respect the refugee newcomer(s)' right to confidentiality as well.
- I understand that information contained in program documents and forms may be shared with the Community Sponsorship Hub (CSH), PSO, and operational partners for the sole purpose of administering or evaluating the program.
- I understand this agreement is not meant to prevent sharing of information if concerns of health or safety arise, particularly relating to child or elder mistreatment. I will consult state laws as relevant to address such situations of concern, including those related to mandatory reporting.

Safeguarding

- I will not profit financially from the sponsorship of the refugee newcomer(s), including by requiring the refugee newcomer(s) to work at my place of business.
- I will not require the refugee newcomer(s) to prepay or repay our Private Sponsor Group for support and welcome outlined in our Welcome Plan or sponsorship in general.
- I will not require the refugee newcomer(s) to participate in, make donations to, or volunteer for activities associated with my Private Sponsor Group, PSO, or affiliated organizations.
- I will not engage in discriminatory or harassing behavior based on a person's race, age, gender, sex, sexual orientation, national origin, religion, ability, or other category protected by law and will report any such observed conduct to my PSO or Community Sponsorship Hub.
- I will not engage in any abusive or exploitative conduct, including sexual exploitation and abuse, both in my role as a private sponsor and in my personal life. As part of this commitment:
 - I will not exchange money, employment, goods or services for sex, sexual favors, or other forms of humiliating degrading or exploitative behavior. This includes any exchange of assistance or support that is due to refugee newcomer(s).
 - I will not engage in sexual activity with children (persons under the age of 18). I understand that mistaken belief in the age of a child is not a defense.
 - I will not engage in sexual or romantic relationships with refugee newcomer(s).
 - I will not physically, sexually, emotionally, or psychologically abuse others.
 - I will not engage in activities that commercially exploit others, including child labor or trafficking.
 - I will not engage in human trafficking or conduct that may contribute to human trafficking, including but not limited to the purchase of commercial sex, using forced labor, or the retention of refugee newcomer(s)' identity documents.
- I will not commit illegal or unprofessional acts that could adversely affect the Welcome Corps especially the refugee newcomer(s). I can be held accountable for negligent, abusive or criminal conduct in accordance with applicable local, state and federal law.
- In maintaining safeguarding principles for all children, I agree not to be alone with refugee newcomer children, ensuring a parent or at least two adults are present at all times.
- I will not make unsolicited, personal contact with children via any means, including social media.
- I will not take photographs of children without the consent of the children and their parents or guardians. I will not publicize photographs of children, including for personal use, without the written consent of their parents or guardians.
- I will not attend or participate in any program, event, or activity connected with the Welcome Corps, under the influence of drugs or alcohol.
- I understand that I can approach my PSO with safeguarding questions should concerns arise.
- I will immediately report any knowledge or concerns about conduct which may violate the standards outlined in this Code of Conduct to my PSO and CSH at info@communitysponsorship.org.
- I understand that my non-compliance with this Code of Conduct may result in my ineligibility to participate in the Welcome Corps now and in the future. I further understand that criminal behavior may be referred to the authorities and result in criminal or civil penalties. By participating in the Welcome Corps, I agree to abide by the Private Sponsor Group Code of Conduct Agreement.