

NRECA'S YOUTH PROGRAMS CODE OF CONDUCT

Final as of October 13, 2025

Purpose and Authority

Participation in the National Rural Electric Cooperative Association's ("NRECA") Electric Cooperative Youth Tour program or Youth Leadership Council program (each a "Youth Program" and collectively the "Youth Programs") is a privilege, and one which requires strict adherence to this NRECA Youth Programs Code Of Conduct (the "Code of Conduct"). By accepting this opportunity, each Youth Program participant (each a "Participant" and collectively the "Participants") agree to conduct their self in a manner that reflects positively on the delegate, their sponsoring cooperative, their statewide association and NRECA.

Each Participant is a representative of their sponsoring cooperative, statewide association and NRECA. This Code of Conduct establishes minimum standards that apply to all Participants of NRECA's Youth Programs. Statewide associations and sponsoring cooperatives may impose additional rules; however, no provision in this document may be waived or disregarded.

NRECA and its designated representatives reserve the authority to enforce this Code of Conduct, which may lead to consequences for violations up to and including the dismissal of any Participant from the program(s). Any costs related to the dismissal of a Participant, including, but not limited to, transportation costs, shall be borne exclusively by the dismissed Participant's parents/legal guardians and/or sponsoring cooperative.

Professional Behavior

- Each Participant must conduct themselves with integrity, respect and professionalism in all interactions, whether with other Participants, chaperones, members of the public, or government officials.

Prohibited Substances and Items

- Each Participant is strictly prohibited from the possession or use of alcohol, tobacco, vaping products, nicotine products, illegal drugs, or unauthorized prescription medications while participating in or attending any NRECA Youth Program event or activity.
- Each Participant is strictly prohibited from the possession or use of weapons of any kind, including, but not limited to, firearms, knives, fireworks, and laser pointers while participating in or attending any NRECA Youth Program event or activity.

Respectful Conduct

- Each Participant is strictly prohibited from engaging in any form of harassment, bullying, discrimination, or threatening behavior, regardless of whether such prohibited conduct is verbal, physical, or electronic in form while participating in or attending any NRECA Youth Program event.
- Each Participant is prohibited from using profanity, slurs, or abusive language while participating in or attending any NRECA Youth Program event or activity.
- Each Participant must treat all property, facilities, and equipment with care while participating in or attending any NRECA Youth Program event or activity. Each Participant and/or such Participant's parents/legal guardian will be financially liable for the cost of any damage beyond normal wear and tear that is caused by the Participant.

Supervision, Travel, and Attendance

- Each Participant must attend and fully participate in all scheduled Youth Program events unless excused by the Participant's state Youth Tour Director (or their appointed representative) or NRECA staff.
- Participants may not leave the hotel, tour site, or group for any reason without prior approval from the Participant's state Youth Tour Director (or their appointed representative) or NRECA staff.

Hotel Rules

- Participants are prohibited from entering or occupying any hotel room occupied by individuals of the opposite sex while participating in or attending any NRECA Youth Program event or activity.
- Each Participant must be in their assigned room by the time designated by the Participant's state Youth Tour Director (or their appointed representative) or NRECA staff while participating in or attending any NRECA Youth Program event or activity.
- Non-Youth Program guests are not permitted in any Participant's hotel room or program activities without prior written approval from the Participant's state Youth Tour Director (or their appointed representative) or NRECA staff.

Appropriate Attire

- Each Participant is prohibited from wearing any clothing that references or features alcohol, tobacco, drugs, gangs, political campaigns, or offensive language/images.

Technology and Social Media

- Each Participant is expected to use social media responsibly and respectfully. While engaging in technology or social media while participating in or attending any NRECA Youth Program event or activity, each Participant must conduct themselves in a manner that reflects positively on the Participant, their sponsoring cooperative, their statewide association, and NRECA.

- Each Participant is prohibited from engaging in online conduct that is inappropriate, disrespectful, or offensive including, but not limited to, posts, comments, images, or electronic messages while participating in or attending any NRECA Youth Program event or activity.

Health and Safety

- Each Participant must follow all safety instructions given by any state Youth Tour Director (or their appointed representative) or NRECA staff.
- Each Participant must provide complete and accurate medical information and consent to treatment forms prior to traveling for any NRECA Youth Program event or activity via the NRECA Health Form.
- Each Participant is responsible for taking prescribed medications as directed, unless other arrangements are made with the Participant's state Youth Tour Director (or their appointed representative). All medications must be in original containers.
- Each Participant must report unsafe conditions or behaviors immediately to the Participant's state Youth Tour Director (or their appointed representative) or NRECA staff

Compliance with Laws

- Each Participant must comply with all federal, state and local laws at all times.

Consequences for Violations

- Any Participant who engages in illegal activity while participating in or attending any NRECA Youth Program event or activity will be dismissed immediately and referred to the appropriate law enforcement authorities.
- Violations of this Code of Conduct will be addressed by a Participant's state Youth Tour Director (or their appointed representative) and NRECA staff, in that order. Consequences may include, but are not limited to: Verbal warnings; Loss of privileges; Financial liability for damages, fees, or costs incurred; Notification to sponsoring cooperative and/or parents/legal guardians; Immediate dismissal from the Youth Program and return home at the expense of the parent/legal guardian and/or sponsoring cooperative; or Referral to law enforcement, where applicable.

The National Youth Tour Director and NRECA, in coordination with state staff, shall have sole discretion to determine the severity of an infraction and the appropriate consequence, including dismissal without prior warnings.

Agreement and Signatures

By signing below, the Participant and their parent/legal guardian acknowledge and represent that they have read, understood, and agreed to abide by the NRECA Youth Programs Code of Conduct.

Participant Acknowledgment

I understand that participation in the NRECA Youth Program(s) is a privilege. I have read this Code of Conduct and agree to abide by all rules and expectations. I understand that violations may result in disciplinary action, including dismissal from the Youth Program at my parent's/legal guardian's expense.

Participant Name

Participant Signature

Date

Parent/Guardian Acknowledgment

I have read this Code of Conduct and reviewed it with my child. I accept full financial responsibility for costs arising from any violation by my child, including return travel expenses, damages, or other fees.

Parent/Legal Guardian Name

Parent/Legal Guardian Signature

Date

REVIEW AND ENFORCEMENT PROCESS FOR VIOLATIONS

To ensure fairness, accountability, and consistent application of this Code of Conduct, the following process will govern the review of violations:

1. Initial Response by Chaperone

If a Participant commits a violation of the NRECA Youth Programs Code of Conduct, the assigned chaperone will address the matter immediately to ensure safety and restore order. If the issue can be resolved at the chaperone level (e.g., a verbal warning), corrective action may be taken on the spot.

2. Violation Reporting

All violations, regardless of severity, must be documented and reported by the chaperone to the Participant's state Youth Tour Director (or their appointed representative) as soon as practicable, but no later than twenty-four (24) hours after the violation occurred.

3. Statewide Review

The state Youth Tour Director (or their appointed representative) will review the violation report, gather additional facts if necessary, and forward the matter to the National Youth Tour Director for further review, if needed.

4. Joint Review

The state Youth Tour Director and the National Youth Tour Director will jointly evaluate the facts of the violation and make a recommendation on the appropriate consequence(s), which may include warnings, restrictions, restitution, or dismissal.

The recommendation must be documented in writing.

5. Statewide Manager Notification

If warranted by the severity of the violation, the state Youth Tour Director will notify the relevant Statewide Manager and the Participant's sponsoring cooperative staff regarding the violation and the recommended consequences for such violation.

NRECA Authority

While NRECA will work in conjunction with the relevant state Youth Tour Director, NRECA shall have sole authority to determine whether a participant is dismissed from the program. Immediate dismissal will occur if, in NRECA's judgment, the Participant's actions:

- Endanger the health or safety of other Participants;
- Damage the integrity or reputation of NRECA's Youth Programs; or
- Threaten NRECA's insurance coverage or expose the program to legal liability.

Dismissal Procedure

If dismissal is determined to be the appropriate consequence for a violation, the Participant's parent(s)/legal guardian(s) will be contacted as soon as possible. The dismissed Participant will be sent home at the expense of the Participant's parent(s)/legal guardian(s), or their sponsoring cooperative, using safe travel arrangements that are most expedient available. Additional consequences may include restitution for damages, reimbursement of the cost of the Youth Program, or referral to law enforcement.