

## **YEAH Code of Conduct**

All members of York Education at Home (YEAH)—both adults and students—are asked to uphold the following Code of Conduct in a spirit of unity, humility, and love. We encourage you to read and discuss the Scriptures below as a family before completing your application. By joining YEAH, each member agrees to do their best to live by these principles, according to age and ability.

### **Biblical Principles for Conduct**

- **Work Diligently** — “Whatever you do, work at it with all your heart, as working for the Lord, not for human masters.” — *Colossians 3:23*
- **Obey Cheerfully** — “Have confidence in your leaders and submit to their authority... so that their work will be a joy, not a burden.” — *Hebrews 13:17*
- **Be Kind to Others** — “Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up...” — *Ephesians 4:29*
- **Speak Honestly** — “Each of you must put off falsehood and speak truthfully to your neighbor...” — *Ephesians 4:25*

### **Resolving Conflict Biblically**

If you have a concern or conflict within YEAH, we ask all members to follow the biblical model of conflict resolution outlines in *Matthew 18:15-17*:

- **Go Directly and Respectfully** — Begin by addressing the concern privately and respectfully with the person involved.
- **Involve a Mediator if Needed** — If the issue remains unresolved, bring one or two others (such as a neutral party or leader) to help mediate.
- **Seek Board Guidance** — If reconciliation is still not possible, bring the concern to the Board of Directors for guidance and final resolution.

Let us seek unity and grace as we serve one another in Christ, building each other up and forgiving as the Lord forgave us:

*“Bear with each other and forgive whatever grievances you may have... Forgive as the Lord forgave you.” — Colossians 3:13*

### **Expectations for Adults**

Adult members are expected to model respectful, Christlike behavior in all interactions. This includes speaking kindly, addressing concerns directly and biblically, supporting

volunteers and leadership, and helping uphold group guidelines. Adults should also ensure their children understand and follow YEAH expectations.

### **Expectations for Students**

Students are expected to behave respectfully, follow directions, participate fully, and treat others with kindness. Disruptive or disrespectful behavior will not be tolerated and may result in consequences as outlined above.

### **Consequences of Misconduct**

(For students and adults)

1. **First Infraction:** A verbal warning or conversation to raise awareness of the concern.
2. **Second Infraction:** If a student is involved, parents will be contacted. If an adult is involved, a volunteer leader or Board member may reach out directly to discuss the issue.
3. **Third Infraction:** A meeting with the Board may be scheduled to determine next steps, which may include removal from a specific activity or other consequences.

### **Tobacco, Alcohol, and Substance Use**

YEAH respects the personal responsibility of adults on making legal choices regarding alcohol, tobacco, and other legal substances. However, to maintain a safe and family-friendly environment for all families and children, the following policy applies:

- **No use of tobacco, vaping, alcohol, or any controlled substances is permitted during YEAH-sponsored events**, including co-op classes, field trips, or gatherings where children are present.
- Participants are expected to arrive at YEAH events unimpaired and able to fully engage in the activities in a responsible manner.

Violation of this policy may result in a conversation with leadership, or, in some cases, removal from YEAH activities.