

## **OUT As I Want To Be**

### Standards for Advisors and Advisor Agreement

*Revised 1/29/07*

Adult advisors are essential to the success of the programs of *OUT As I Want To Be*. They are members of the corporation, are involved in all meetings and activities, and are represented on the Board of Directors. In order to assure the safety and health of the young people who are the focus of all *Out As I Want To Be* programs, advisors must meet the following standards.

1. Advisors are adults aged 24 or older, who are sympathetic to and supportive of gay, lesbian, bisexual, and transgendered young people. They should understand the feelings and experiences of such young people and the realities they face in their families, schools, and communities.
2. Advisors must be flexible and able to affirm the central role of youth members in determining the programs and policies of *OUT As I Want To Be*. At the same time, they should be able to articulate their own values and standards in terms young people will understand and accept.
3. Advisors should listen actively to what young people say in meetings and in individual conversations. They should withhold judgments and encourage young people to reach their own conclusions.
4. Advisors should treat disclosures made by young people as confidential.
5. Each advisor's highest priority must be the health and safety of the group and of each of its participants.
6. If an advisor believes that a young person is in danger of doing harm to herself or himself or to others, the advisor must inform the coordinator. If the coordinator is not available, the advisor must inform appropriate emergency personnel.
7. Advisors are mandated reporters of suspected child abuse or neglect. An advisor who believes that a young person has been abused or neglected must inform the coordinator and the appropriate State agency or emergency personnel.
8. Advisors may not form individual social relationships or any sexual relationships with youth members of *OUT*.
9. Advisors should be equally accessible to all youth members.
10. Advisors should make sure that any individual relationships that develop between themselves and youth members focus at all times on the young person.
11. Advisors must not take part in any activity with youth members that involves alcohol, prescription drugs, illegal drugs, or any other mind altering substance, legal or illegal. Advisors must not purchase or provide such substances for young people.
12. At least two advisors will be present at all *OUT* meetings and activities.
13. Advisors should attend all meetings for which they are scheduled. If an advisor is unable to do so, she or he should find another advisor to take her or his place.
14. An advisor is not to phone any youth member at home unless the youth member has given permission.

I agree to support the mission of Out As I Want To Be to provide safe, positive, and affirming environments for gay, lesbian, bisexual, transgendered, and questioning young people.

I agree to respectfully hold other OUT members accountable to the ground rules.

I agree to abide by the OUT Standards for Advisors.

I agree to attend monthly advisor meetings.

I agree to be present when I am signed up for a meeting or to find another advisor to cover for me.

I agree to allow OUT to perform a criminal background check using my name/names.

I understand and commit to these agreements, and understand that there is an advisor probationary period of up to six months.

Please print your full name \_\_\_\_\_

Other names known by \_\_\_\_\_

Date of Birth \_\_\_\_\_

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Interviewed by \_\_\_\_\_ Date \_\_\_\_\_

Interviewed and approved by youth members

Date \_\_\_\_\_

Criminal Background Check completed by \_\_\_\_\_

Date \_\_\_\_\_