



Code of Conduct

RoG-SLDP SALT Facilitator

SECTION 1: PREAMBLE

As a facilitator of the River of God Student Leadership Development Program (RoG-SLDP), I recognize that I have been entrusted with the sacred responsibility of mentoring and shaping ethical student leaders.

I pledge to:

- a) Serve with humility, discipline and excellence whilst modelling the leadership values we teach
- b) Represent RoG-SLDP faithfully in word and action
- c) Respect schools, educators and students as valued partners
- d) Protect the dignity, safety, and trust of every student under my mentorship.
- e) Delivering RoG-SLDP sessions with excellence, consistency, and faithfulness to the program's standards and vision.
- f) Work collaboratively with coordinators, fellow facilitators and the RoG-SLDP Hub in a spirit of unity, humility and accountability
- g) Support the mission of raising values-driven leaders who will transform their schools, communities and nation.

SECTION 2: CORE VALUES & GUIDING PRINCIPLES

As Facilitators shall embody the following values:

2.1. Servant Leadership

Facilitators lead by serving students, schools and fellow team members.

2.2. Integrity

Facilitators act honestly, ethically and transparently at all times.

2.3. Professional Excellence

Facilitators maintain high standards in preparation, delivery and conduct.

2.4. Respect & Inclusion

Facilitators treat all students with dignity regardless of background.

2.5. Faithful Representation

Facilitators uphold the spiritual and leadership vision of RoG-SLDP.

SECTION 3: PROFESSIONALISM & REPRESENTATION

I will act with integrity and accountability in all engagements.



Facilitators shall:

3.1 Program Delivery

- a) Follow the approved RoG-SLDP session structure strictly
- b) Maintain time discipline
- c) Deliver content accurately and consistently

3.2 Representation

- a) Dress appropriately and professionally
- b) Speak respectfully about the program and partners
- c) Avoid personal opinions that conflict with program values

3.3 Communication

- a) Communicate courteously with school staff
- b) Follow official communication channels
- c) Report concerns promptly to leadership

SECTION 4: SAFEGUARDING & STUDENT PROTECTION

I will foster a safe, respectful and nurturing environment for all students through:

- a) Maintenance of appropriate professional boundaries with students
- b) Non-engagement in private or unsupervised interactions
- c) Avoidance of sharing personal contacts with students
- d) Reporting any safety concerns immediately
- e) Respect for school safeguarding policies

4.1 Commitment to Student Safety

As a mentor must:

- a) Prioritize the safety, dignity and well-being of all students
- b) Adhere strictly to the ROG-SLDP Children & Vulnerable Persons Protection Policy
- c) Immediately report any concerns, suspicions or incidents of abuse or misconduct

4.2 Appropriate Conduct with Students

As a mentor must:

- a) Interact with students in open, observable and appropriate settings
- b) Avoid being alone with a student in isolated or private spaces
- c) Maintain clear professional boundaries at all times
- d) Use respectful, encouraging and age-appropriate language
- e) Treat all students fairly without favoritism or discrimination

4.3 Physical & Emotional Boundaries

As a mentor shall:

- a) Avoid physical contact that may be misunderstood or inappropriate
- b) Never engage in emotional manipulation, intimidation or coercion
- c) Respect students' emotional, spiritual and personal boundaries



4.4 Prohibited Behavior

The following actions are strictly prohibited:

- a) Soliciting personal favors from schools or students
- b) Physical, emotional, sexual or psychological abuse
- c) Harassment, bullying or degrading language
- d) Private communication with students through personal social media or messaging platforms without authorization
- e) Accepting or giving personal gifts to students
- f) Consumption of alcohol, drugs or intoxicating substances during ROG-SLDP activities
- g) Any conduct that compromises the integrity of the program or the safety of students
- h) Misrepresentation of program authority

SECTION 5: CONFIDENTIALITY

I will respect student privacy and only share sensitive information with appropriate program leaders where necessary for support or intervention.

As a mentor must:

- a) Respect the confidentiality of student information
- b) Share sensitive information only with authorized ROG-SLDP leadership
- c) Avoid gossip, speculation or unauthorized sharing student matters publicly

SECTION 6: TEAM COLLABORATION & ACCOUNTABILITY

I will coordinate in harmony with the school's SALT Coordinators and other stakeholders to promote unity of purpose.

Facilitators shall:

- a) Support fellow facilitators respectfully
- b) Follow leadership direction
- c) Submit required reports promptly
- d) Participate in training and evaluations
- e) Complete the required training and orientation

SECTION 7: DRESS CODE GUIDELINES

To maintain a respectful, comfortable and professional environment throughout the ROG-SLDP sessions, all participants are expected to observe the following dress code:

7.1 General Guideline

- a) Clothing should be modest, neat and appropriate for a leadership and faith-based setting
- b) Smart casual attire is required during all mentoring sessions and formal activities.

7.2 Gentlemen

- a) Closed shoes are required.
- b) No track suits, shorts, ripped jeans, or sleeveless tops.
- c) Collared shirts (polo or official shirts) are encouraged.
- d) Khaki trousers, chinos or neat jeans are acceptable.



7.3 Ladies

- a) Trousers and skirts should be loose-fitting and modest.
- b) Dresses and skirts should be below the knee.
- c) Tops should have sleeves and offer modest coverage.
- d) Rubber shoes and sneakers are allowed where appropriate.

7.4 Additional Notes

- a) ROG-SLDP or approved branded t-shirts to be worn as required when provided.
- b) Jeans may be worn only on travel days or informal activities, not during formal sessions.
- c) Participants are encouraged to dress comfortably while maintaining decorum

SECTION 8: DECLARATION & AGREEMENT

I understand that:

- a) Violation of this Code may result in:
 - i). Suspension from facilitation duties
 - ii). Removal from the RoG-SLDP team
 - iii). Escalation of serious breaches to relevant authorities in line with Kenyan law
- b) All disciplinary decisions shall be handled by program leadership
- c) I take full responsibility for my conduct while serving in this role

I acknowledge that I have read, understood and agree to abide by the RoG-SLDP Facilitator Code of Conduct. I commit to upholding the values, safety standards, and mission of RoG-SLDP in all my interactions.

Facilitator Name.....

ID/PP.....

Signature.....

Date.....