

# Approved Changes to Volunteer Policies and Procedures Effective August 1, 2025

**This document reflects changes made from the MY25 version to the MY26 version of Volunteer Policies and Procedures. The page numbers provided reflect where the information was included in the MY25 version.**

## **CRIMINAL BACKGROUND CHECK (additional of an automatic disqualification)**

(Change on P. 9)

### **Automatic Disqualification:**

- Federal or State felony conviction within the past ten years (subject to GSMISTS review)
- Federal or State felony offenses against persons, including family members
- Federal or State felony drug-related offenses
- Crimes against children, the elderly, the disabled, and other vulnerable populations
- Sexual offenses
- Residing with a registered sex offender
- Crimes defined as public indecency
- Crimes involving the use of weapons
- Arson
- Any violent crime
- Any offense involving driving under the influence, driving while intoxicated, reckless operation of a vehicle, loss of driver's license, or equivalent within past five years (subject to GSMISTS review)
- Any offense involving stealing, petty theft, misuse of credit cards, or passing bad checks.
- **Any misdemeanor in the last five years**

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## **CHILD ABUSE (addition of information provided by GSUSA)**

(Changes on P. 14)

Upon Girl Scout membership, registrants agree to adhere to all abuse prevention policies and procedures as set forth by Girl Scouts of the USA and GSMISTS.

GSMISTS maintains and supports environments that are free of child abuse and neglect as defined by the Child Abuse Prevention and Treatment Act. Child abuse and neglect are unlawful acts and it is against GSMISTS policy for any volunteers or employed staff, male or female, to physically, sexually, or mentally abuse or neglect any child.

Physical, verbal, emotional, or sexual abuse of youth is forbidden. Sexual pressure, sexual advances, improper touching, sexual communication, including text messaging, and sexual activity of any kind with Girl Scout members is not tolerated. If you witness or experience any behavior of this nature, including between youth, notify appropriate GSMISTS staff immediately. Incidences of abuse of any kind will result in immediate council intervention and law enforcement notification when necessary. Volunteers are responsible for following their GSMISTS guidelines for reporting any direct information or concern around physical, verbal, emotional, or sexual abuse with respect to members.

Youth violence or bullying is not tolerated in Girl Scouts. Youth violence occurs when young people intentionally use physical force or power to threaten or harm others. Bullying is a form of youth violence. Volunteers should become familiar with the signs, risk factors, and preventive measures against this type of behavior. If you witness or experience any behavior of this nature, notify the appropriate GSMISTS staff for guidance. The CDC provides excellent resources on this topic, including:

[CDC Youth Violence](#)

[CDC Bullying](#)

[CDC Youth Violence Prevention](#)

GSMISTS has adopted the “GSUSA Girl Scouts Child Abuse and Neglect Prevention Course” training. It is included in the mandatory GSMISTS New Leader Training. Existing volunteers can access it on demand on their gsLearn dashboard. This training should be revisited every two years.

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The 50-minute on demand training prepares supervising adults of Girl Scout youth to recognize, respond to, and report concerns of child abuse and neglect. Additionally, supervising adults will be empowered to prevent abuse by learning

Girl Scout recommended practices, policies and procedures. Girl Scout practices, policies and procedures are proactive measures designed to prevent abusers from interacting with Girl Scouts to foster a safe space for children to thrive.

GSMISTS reserves the right to refuse membership endorsement or reappointment, and to dismiss or to exclude from affiliation with GSMISTS, any volunteer who in the judgment of GSMISTS poses a risk of injury to a minor or is believed to have abused or neglected any child or who has been convicted of any crime against a child.

According to the Michigan Department of Health and Human Services (MDHHS), GSMISTS volunteers are not mandated reporters. If any GSMISTS volunteer reasonably suspects or reasonably believes a girl member is being abused, they should report these suspicions to MDHHS, by calling 855-444-3911. Reports to MDHHS can be anonymous. The reporting GSMISTS volunteer should also complete and file a GSMISTS [Accident/Incident Report Form](#).

For more information, please review these available resources:

[Child Welfare Information Gateway about Child Abuse and Neglect](#)

[How to Report Child Abuse and Neglect](#)

[CDC Child Abuse and Neglect Prevention](#)

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## **TRAINING AND SUPPORT (addition of information provided by GSUSA)** (change to P. 21)

To ensure volunteers are prepared to deliver high-quality programming and leadership, they need to complete training for their role. Volunteers are encouraged to continually enhance and develop their skills throughout their leadership volunteer experience.

All new Girl Scout troop leaders and assistant leaders must complete the following mandatory training upon acceptance of their leadership role:

- **GSMISTS New Leader Training:** an overview of the Girl Scout purpose and organization, GSMISTS information, and the support systems available to help them in their work.

Existing Girl Scout troop leaders and assistant leaders should complete the “GSMISTS Troop Leader Refresher” training annually. This on demand training is available on their gsLearn dashboard.

GSMISTS has adopted the “GSUSA Girl Scouts Child Abuse and Neglect Prevention Course” training. It is included in the mandatory GSMISTS New Leader Training. Existing volunteers can access it on demand on their gsLearn dashboard. This training should be revisited every two years.

The 50-minute on demand training prepares supervising adults of Girl Scout youth to recognize, respond to, and report concerns of child abuse and neglect. Additionally, supervising adults will be empowered to prevent abuse by learning Girl Scout recommended practices, policies and procedures. Girl Scout practices, policies and procedures are proactive measures designed to prevent abusers from interacting with Girl Scouts to foster a safe space for children to thrive.

Additional required training expectations are outlined in each volunteer position description. Other training may be offered to be completed within specified timeframes. Additionally, there may be mandatory training or refresher workshops for all volunteers that coincides with their criminal background check renewal process.

Volunteer training is offered in a variety of ways to best meet varied and unique learning styles: written resources, face-to-face learning, and interactive online learning.

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## **TROOP CATALOG (Revision to reflect current practice)**

(Change on P. 25)

The Troop Catalog is an online listing of troops in GSMISTS. The Troop Catalog helps us ensure that every girl who wants to be a Girl Scout has the opportunity to participate in a troop experience. All troops with less than 12 girls will be displayed in GSMISTS Troop Catalog as open to accepting new girls with the exception of new troops. New troops can be closed in the Troop Catalog after reaching ~~6 girls~~ **8 girls** for the first 6 months following forming the new troop.

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## **BANK ACCOUNTS (Designates Troop Leader and Primary Assistant Troop Leader as required signers on troop bank accounts)** (Change on P. 27)

~~All troops and service units must open a separate business checking account into and out of which all funds flow. All Girl Scout accounts must have two registered, unrelated, approved signers who are responsible for funds. These accounts, the signers, and the use of GSMISTS EIN must be authorized in writing by GSMISTS.~~

All troops and service units are required to open a separate business checking account through which all funds must flow. Each account must have two registered, approved signers: the **Troop Leader and the Primary Assistant Troop Leader**. These individuals are responsible for managing the funds. The use of GSMISTS EIN, along with the account setup and designated signers, must be authorized in writing by GSMISTS.

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## **MONEY-EARNING AND FUNDRAISING GUIDELINES (minor grammatical changes throughout including adding a hyphen to money-earning and removing the space in Fund Raising and clarify information)**

Changes on P. 28-34 – only sections that include changes are included below

The Girl Scout Cookie Program and Fall “Treats & Reads” Program are the two best opportunities for girls to earn troop funds. Troops must participate in the Girl Scout Cookie Program and Fall “Treats & Reads” Program **in both programs** to participate in additional money-earning or fundraising. Consideration will be given to troops that formed after these opportunities have passed. Troops who participate in the Girl Scout Cookie Program and Fall “Treats & Reads” Program usually do not need to participate in additional money-earning or fundraising unless they are planning trips or other travel.

### **Helping Girls Reach Their Financial Goals**

It is great for girls to have opportunities such as the Girl Scout Cookie Program to earn funds as part of their Girl Scout Leadership Experience. Part of the role of troop leaders and other GSMISTS registered volunteers is to help the girls balance money-earning with opportunities to enjoy other activities that have less emphasis on earning and spending money. It is important the girls have a clear plan and purpose for their proceeds from the Girl Scout Cookie Program, Fall “Treats & Reads” Program, and other money-earning activities. An important aspect of the Entrepreneurship Pillar is facilitating girl-led financial planning, which include the following steps:

1. **Set goals.** What do girls want to do during the year that requires money? In addition to earning money, what skills do they hope to build? What leadership opportunities present themselves?
2. **Create a budget.** Use a budget worksheet that includes both expenses (the **cost of Annual Girl Membership Fees**, supplies, admission to events, travel, and so on) and available income (the troop’s account balance, projected cookie and fall “Treats & Reads” proceeds, and so on).
3. **Determine how much additional money the group needs to earn.** Subtract expenses from available income to determine how much additional money your troop needs to earn.
4. **Make a plan.** The troop can brainstorm and make decisions about its financial plans. Will the Girl Scout Cookie Program and Fall “Treats & Reads” Program - if approached proactively and energetically - earn enough money to meet the troop’s goals? If not, what additional money-earning might offset the difference in anticipated expense and anticipated income? Will more than one money-earning activity be necessary to achieve the group’s financial goals? In this planning stage, engage the girls through the Girl Scout processes (girl-led, learning by doing, and

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cooperative learning) and consider the value of any potential activity. Have them weigh feasibility, implementation, and safety factors.

5. **Write it out.** Once the group has decided on its financial plan, put the plan in writing.

The group should also have a written agreement that discusses girl responsibilities, how money-earning funds will be distributed, etc. See the Money-Earning and Fundraising Group Agreement section below.

## Money-Earning

*Money earning activities are those girls implement to supplement monies raised through the Girl Scout Product Programs—the Girl Scout Cookie Program and Fall “Treats & Reads” Program.* **Money-earning activities are age-appropriate, voluntary activities involving goods or services executed by Girl Scouts to supplement monies raised through the Girl Scout Cookie Program and Fall “Treats & Reads” Program.** Other money-earning activities are arranged by troops and service units and can include raking leaves, shoveling snow, walking pets, service-a-thons, etc. The funds earned through money-earning are to be used for Girl Scout mission-based activities and must be retained by the troop or service unit, not by individuals. These funds must be accounted for through the required annual financial reporting.

## Pre-Approved Money-Earning Activities

Troops and service units may participate in the following pre-approved money-earning activities without additional permission:

- Offer services such as washing windows, raking leaves, or shoveling snow.
- Create and sell a book about your Girl Scout adventures, a comic book about how to build a robot, a cookbook, etc.
- Collect pop cans and other returnables.
- Hold a car wash.
- Provide a community meal such as a spaghetti dinner or pancake breakfast.
- Offer tutoring services.
- Host a party for younger children focusing on activities the girls learned in Girl Scouts such as building a robot, hiking, fishing, etc. The event could also include other activities such as clowning or magic tricks.
- Lead Girl Scout games or do face painting at a community event.
- Hold yard sales and/or garage sales.
- Collect cell phones for refurbishment.
- [Babysit during special Girl Scout events or community activities.](#)
- Collect used ink cartridges and return for money.
- Offer gift wrapping services during the holidays.
- Make and sell baked goods.
- Create handmade crafts to sell, such as homemade cards at craft shows or

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~~special events.~~

- ~~• Restaurants may offer “celebrity server” opportunities where girls may help clear tables and the restaurant donates a portion of monies to the troop.~~
- Host a Community Event: Talent show, Spaghetti Dinner, Pancake Breakfast, Back Sale, Yard/Garage Sale, Craft Sale, Car Wash
- Provide a Service: Gift Wrapping, Yard/Garden Maintenance, Pet Care, Babysitting, Window Washing, Snow Removal, Tutoring, Face Painting, Concession Stand Staff
- Host a Workshop: Badge Workshop, Cooking Class, Demonstration
- Organize a Collection Event: Pop Can Drive, Cell Phone Recycling, Bulk Metal Recycling, Ink Cartridge Recycling
- Partner With A Restaurant: Girl Scouts can be a “celebrity server” where they may help clear tables, and the restaurant donates a portion of monies to the troop.

## Money-Earning May Not

- Have girls asking for cash donations.
- Involve games of chance such as raffles, drawings, or silent auctions. The Internal Revenue Service does not allow girls to participate in these activities.
- Endorse “commercial products” (e.g., Thirty One, Tupperware, ~~Candle Light~~, Pampered Chef, etc.). “Commercial products” is any product sold at a retail location or that benefits a for-profit organization. Since 1939, girls and volunteers have not been allowed to endorse, provide a testimonial for, or sell such products. Girl Scouts does not allow product demonstration parties where the use of the Girl Scout trademark increases revenue for another business. Any business using the Girl Scout trademark must seek authorization from GSUSA.
- Girl Scouts are not allowed to solicit money on behalf of another organization (such as Relay for Life, March of Dimes, etc.) when identifying themselves as Girl Scouts by wearing a uniform, a sash or vest, official pins, and so on. This includes participating in a walkathon or telethon while in uniform. However, you and your troop can support another organization through Take Action projects. Girl Scouts as individuals are able to participate in whatever events they choose as long as they are not wearing anything that officially identifies them as “Girl Scouts.”

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## Fundraising

Fundraising involves adults asking businesses, organizations, or individuals for money or in-kind contributions to support troop activities. Girls are not allowed to fundraise unless they are working on their Girl Scout Gold Award. Sponsors, such as local businesses and organizations, can help ensure that all girls in the community have an opportunity to participate in Girl Scouting. Periodically, troops and service units may plan activities that require larger than usual budgets (e.g., Destinations such as a trip to Juliette Gordon Low's home). In addition, community organizations, businesses, faith-based organizations, and individuals may become sponsors by providing group meeting places, providing activity materials, loaning equipment, or donating money. They may even volunteer their time and talent. Donations of goods and services are called "in-kind" contributions.

Due to strict IRS reporting guidelines and standards, volunteers **may not** apply for grant funding of any kind. Generally, a grant requires a formal application to be submitted. If you are requested to complete more than a simple donation request form or to submit an IRS Tax Designation Letter, please contact GSMISTS Fund Development Department at [customercare@gsmists.org](mailto:customercare@gsmists.org).

Crowdfunding sites such as Kickstarter, Go Fund Me, etc., including those provided by social media platforms such as Facebook, are **not allowed**.

## Before Contacting a Potential Sponsor

Before working with a potential sponsor, please contact GSMISTS Director of Fund Development. If you are asking only one or two potential sponsors, they will ask you to complete and submit a Donation Agreement form (for money or in-kind) so it can be reviewed before you make your ask. If you are planning to make multiple donation requests or will be asking for donations over \$500, you will be asked to complete the [Money-Earning and Fundraising Pre-Approval Application](#). GSMISTS may already be working with the business or organization on a council-wide donation and it is important that we work together. We can also give you guidance on the availability of some sponsors and other tips that could strengthen your ask. GSMISTS has relationships with many organizations and may also know of reasons not to connect with certain organizations.

When collaborating with other organizations, keep these guidelines in mind:

- Avoid Fundraising for Other Organizations  
Girl Scouts are **not allowed** to solicit money on behalf of another organization when identifying themselves as Girl Scouts by wearing a uniform, a sash or vest, official pins, ~~and so on~~ etc. This includes participating in a walkathon or telethon while in uniform. However, you and your group can support another organization through Take Action projects.

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Girl Scouts as individuals are able to participate in whatever events they choose as long as they're not wearing anything that officially identifies them as "Girl Scouts."

- Steer Clear of Political Fundraisers  
When in an official Girl Scout capacity or in any way identifying yourselves as Girl Scouts, your group may not participate, directly or indirectly, in any political campaign or work on behalf of or in opposition to a candidate for public office. Letter-writing campaigns are not allowed, nor is participating in a political rally, circulating a petition, or carrying a political banner.
- Be Respectful When Collaborating with Religious Organizations  
Girl Scout groups must respect the opinions and practices of religious partners, but no girl should be required to take part in any religious observance or practice of the sponsoring group.
- Avoid Selling or Endorsing Commercial Products  
"Commercial products" is any product sold at a retail location or that benefits a for-profit organization. Since 1939, girls and volunteers have not been allowed to endorse, provide a testimonial for, or sell such products.

## Financial Contributions

Businesses and organizations may donate up to \$500 ~~per year~~ **annually** to GSMISTS to benefit individual troops or service units. Donations from up to four (4) businesses and organizations may be secured per year. In order for these contributions to reach your troop, you must complete the [Donation Agreement - Money](#) form and return it to GSMISTS Director of Fund Development. GSMISTS will ensure the sponsor receives a thank you letter meeting IRS requirements. The girls may also show their appreciation by sending thank you cards, inviting the sponsor to a meeting or ceremony, or working together on a Take Action project.

All donation checks must be made payable to: Girl Scouts of Michigan Shore to Shore (GSMISTS).

Financial contributions must be spent in the fiscal year in which they were received, unless pre-approved by GSMISTS.

In rare cases, the GSMISTS Chief Executive Officer may pre-approve contributions of more than \$500 up to a total of \$2,000 per year. Sums over \$500 are typically pre-approved only for extended troop travel. For pre-approval, please complete the [Money-Earning and Fundraising Pre-Approval Application](#) and submit it to GSMISTS Director of Fund Development.

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## **Girl Scout Gold Award Projects**

Girls working on their Girl Scout Gold Award project may need additional funds to complete their projects. According to GSUSA's [\*Blue Book of Basic Documents\*](#) policy: Solicitation of Contributions (~~p. 20~~), girl members may not engage in any direct solicitation for money except for Girl Scout Seniors and Ambassadors who may solicit donations of cash or in-kind goods for Girl Scout Gold Award projects, provided they have secured prior written permission from GSMISTS Director of Fund Development. In addition, girls must abide by all GSMISTS policies and procedures with regard to Gold Award fundraising.

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## **ACTIVITIES/ TROOP TRIPS (addition of information)**

(Changes to P. 38-39)

A completed [Activity and Trip Application Form](#) must be turned into GSMISTS and approved by GSMISTS for all overnight activities. Extended trips (3 or more nights) and international trips require advanced trip training. As a courtesy, GSMISTS recommends sharing trip information with your service unit director.

If a Girl Scout is allowed to share a bed during a trip, a [Sleeping Arrangements Form for Travel/Trips](#) must be completed by the parent and submitted to the troop leader.

Activity and trip paperwork should be retained throughout the membership year and either destroyed (preferably by a cross-cut shredder) or returned to the parent of the Girl Scout when the troop meets for the last time of the membership year. If you have electronic files these should also be deleted.

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## Change on P. 41

Changes reflect new information provided by GSUSA regarding Activity Insurance.

### ACTIVITY ACCIDENT INSURANCE

Girl Scouts provides Activity Accident Insurance underwritten by Mutual of Omaha to support Girl Scouts participating in Girl Scout approved and supervised activities and events.

Activity Accident insurance is automatic upon membership registration and applies to all adult and youth members who may become injured during a Girl Scout approved and supervised activity.

This coverage works like supplemental medical/health coverage and is intended to help with out-of-pocket medical expenses that may not be covered by personal insurance.

Activity Accident insurance extends to non-members who are invited to participate in a Girl Scout approved and supervised activity, whether an adult volunteer for the day, or a friend of a Girl Scout who is joining along to try out scouting.

Activity Accident coverage applies to day events, overnight trips (including camp), and international travel. A summary of these coverage types for each category can be found here:

	<b>CLASS 1 ACTIVITY ACCIDENT</b>	<b>CLASS 2 ADDED SICKNESS</b>	<b>CLASS 3 INTERNATIONAL TRAVEL AND INBOUND</b>
<b>Eligibility</b>	<p>All members and *nonmember participants of Girl Scout sponsored and supervised daylong events and activities. (100% participation)</p> <p>*Nonmember participants are those personally invited by a registered member (adult or youth) to participate in a Girl Scout activity as a guest or visitor.</p>	<p>All members and *nonmember participants of Girl Scout sponsored and supervised overnight events, lasting one night or greater. (100% participation)</p> <p>*Nonmember participants are those personally invited by a registered member (adult or youth) to participate in a Girl Scout activity as a guest or visitor.</p>	<p>All members and *nonmember participants of Girl Scout sponsored and supervised international travel or inbound international travel. (100% participation)</p> <p>*Nonmember participants are those personally invited by a registered member (adult or youth) to participate in a Girl Scout activity as a guest or visitor.</p>
<b>Coverage (Any Approved and Supervised)</b>	Day Events	Overnight Events	International Travel

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<b>Girl Scout Activity)</b>			
<b>Premium Rates</b>	No cost to Girl Scout councils or troops.	No cost to Girl Scout councils or troops.	No cost to Girl Scout councils or troops.

Effective October 1, 2025

Plan 1 Accident Insurance Basic Coverage is supplemental health insurance that protects registered Girl Scout members. Registered members are automatically covered under Plan 1 Accident Insurance Basic Coverage when participating in an approved, supervised Girl Scout activity. An approved, supervised Girl Scout activity is carried out by girls who are registered members of the Girl Scout Movement under the overall supervision of volunteers, in keeping with *GSMISTS Volunteer Policies & Procedures*, [Volunteer Essentials](#), and [Safety Activity Checkpoints](#). Invited nonmember participants are also covered under Plan 1 Accident Insurance Basic Coverage.

When planning extended trips, troops have the option to purchase Plan 3P Accident plus Sickness Insurance. International trips always require Plan 3PI Accident plus Sickness Insurance for International Trips.

	Plan 1 Accident Insurance Basic Coverage	Plan 3P Accident plus Sickness Insurance	Plan 3PI Accident plus Sickness Insurance for International Trips	International Inbound Accident plus Sickness Insurance for Girl Guides/Girl Scouts Visiting the USA
Eligibility	All Member and Nonmember participants of Girl Scout sponsored/supervised events.	All Member and Nonmember participants of Girl Scout sponsored/supervised events.	All Member and Nonmember participants of Girl Scout sponsored/supervised events.	Councils who are hosting Girl Guides/Girl Scouts visiting the United States.
Coverage (any approved and supervised Girl Scout Activity)	No Event duration time frame.	No Event duration time frame.	No Event duration time frame.	Coverage provided 24 hours a day for Girl Guides/Girl Scouts visiting the United States including travel directly to and from the insured home and the United States.
Premium Rates	The cost is paid by Girl Scouts of the USA.	The cost is \$0.70 per participant per calendar day or portion thereof.	The cost is \$1.17 per participant per calendar day or portion thereof.	The cost is \$3.30 per person per calendar day.

To purchase additional insurance, submit the [Activity Insurance Purchase Form](#) to GSMISTS at least 4 weeks before insurance is needed.

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~~A completed [Accident/Incident Report Form](#) must be submitted in order to begin the [insurance claim process](#).~~

~~Additional information about activity insurance can be found in GSMISTS [Activity and Trip Planning Guide](#).~~

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## **CHRONIC BEHAVIOR ISSUES (new information for VPP)**

While troop leaders are expected to manage behaviors of Girl Scouts in their troop, patterns of challenging and/or disruptive behavior that negatively impacts the troop experience and does not align with the Girl Scout Law will require parent involvement and in some cases council involvement.

Troop leaders follow the steps below as they manage Girl Scout(s) in their troop who present significant and chronic behavioral challenges that do not meet expectations based on the Girl Scout Law.

1. Troop has Girl Scout who is chronically not meeting the behavioral expectations based on the Girl Scout Law. They are unable to engage with the troop in a way that respects themselves and others.
2. Troop leader notices patterns of unwillingness/inability to follow behavioral expectations by Girl Scout.
3. Troop leader documents (on an Accident/Incident Report) patterns, including dates, times, and locations and communicates with Girl Scout's parent to seek support for working to improve the situation.
4. If the chronic behavioral challenges continue, the troop leader submits completed Accident/Incident Report(s) to GSMISTS Director of Membership for review.
5. GSMISTS Director of Membership decides if a parent/guardian of the Girl Scout exhibiting the pattern of disruption will be required to participate in troop meetings/activities to ensure the wellbeing of all involved.
6. GSMISTS Director of Membership communicates decision to troop leader and parent/guardian.

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## **MEDIA AND SOCIAL MEDIA REPRESENTATION (new information for VPP)**

To protect and uphold the integrity, mission, and brand of Girl Scouts and to ensure consistent and appropriate public representation, all GSMISTS employees, volunteers, girl members representing GSMISTS in an official capacity, and any individual authorized to speak publicly or post content on behalf of GSMISTS must uphold the following:

- **Brand Usage Guidelines**

When representing GSMISTS in any public forum, individuals must:

- Always use the full name "Girl Scouts" or "Girl Scouts of Michigan Shore to Shore (GSMISTS)" when referring to the organization.
- Do NOT use the term "Scouts" in place of "Girl Scouts." This applies to written, spoken, and digital communication.
- Ensure all representations align with the Girl Scout Promise, Law, and brand.

- **Media Inquiries**

- All media inquiries (TV, radio, print, digital) must be directed to the GSMISTS Director of Marketing & Communications.
- No member/staff should speak to the media on behalf of GSMISTS without prior approval from GSMISTS Director of Marketing & Communications.
- Approved representatives must be briefed and equipped with accurate and up-to-date messaging.

- **Social Media Conduct**

When posting on behalf of GSMISTS or identifying as a GSMISTS representative:

- Use appropriate tone and language that reflects the Girl Scout Promise, Law, and values.
- DO NOT use "Scouts" as a standalone reference to the organization.
- Clearly distinguish respectful personal opinions from official Girl Scout messaging when using personal accounts.
- Do not disclose confidential information, speak on internal matters, or engage in controversial or political discussions in the name of GSMISTS.

Failure to comply with any of the above may result in revocation of volunteer status.

For questions or requests to speak publicly on behalf of GSMISTS, contact: GSMISTS Director of Marketing and Communications at [communications@gsmists.org](mailto:communications@gsmists.org).