

	POLICY	
	HR-112 Junior/Youth Program	
	Original Date	Revision Date
	August 2, 2016	July 21, 2023

Policy

Stations may establish a Junior Membership Program subject to the terms of this policy.

Reason for Policy

To heighten youth awareness of RCMSAR and more specifically its purpose in order to attract and develop the next generation of volunteer members.

To encourage youth to volunteer in their community.

To support local school-based work experience (WEX) programs

Definitions

Junior Member - an individual between the age of 16 and 18 who has been selected by a station to participate in a Junior Membership Program that complies with this policy. Upon their 19th birthday an individual may be eligible to apply to become a regular member. A complete application process for regular membership is then required to be completed by the individual.

Junior Members Program – a station-based program that models or follows the RCMSAR training structure.

School sponsored work experience program (WEX) – this is Ministry of Education authorized program (WEX) program that allows students to gain work experience and school credits. It is a stand-alone program with specific training objectives. Students under this program are not junior members.

Two Deep Protocol – The requirement to have two adult station members present during all RCMSR activities with Junior Members and other youth.

Regulations

Junior Members must be a minimum of sixteen (16) years of age and meet all joining requirements. They must complete a Youth Membership application form signed by themselves, their parents or legal guardian, and their Station Leader. This will include a **Youth Indemnity and Waiver** form that must be signed by their parents or legal guardians.

It is the responsibility of the Station Leader to ensure that the station has a process in place that confirms that both the Junior Member and the signing parent or legal guardian understand the terms and conditions of the Junior Membership Program. A second signature is required when a junior member reaches their 17th birthday from a parent or guardian before that member can deploy on SAR calls.

Only Junior members 17-18 years of age may participate in SAR Operations however supervisors, such as coxswains, must ensure that the activity is appropriate for a junior member and that this is accounted for in the GAR process. Junior members who are 16 years of age may participate in all other activities that the station leadership deems appropriate.

The privacy of Junior Members shall be protected. Any photos or videos showing a junior member's identity, face, or identifying marks, will not be posted in any public forum or media such as, but not limited to, the station website, social media, or mainstream media unless written permission has been given on the initial application form by the parent or guardian.

Junior Members may not hold station leadership positions or offices. i.e., Coxswain, Station Leader, Training Officer etc.

Prior to introducing a Junior Membership Program, a Station Leader must be certain that their station can provide a safe, educational, and supportive program that fully complies with this policy. They must inform RCMSAR Headquarters prior to the introduction of a junior program.

All station/crew members will be aware of and abide to a "Two Deep Protocol". This requires that a Junior Member and other youth must be always in the company of at least two adult station members during a RCMSAR activity.

SAR Operations Guidelines

Vessels with Junior Member(s) on board who are called to a tasking should consider the severity of the tasking, and appropriateness with regards to any potential lasting impacts on Junior members.

School Sponsored WEX programs

1. Must be part of a school-based program and the school district must indemnify RCMSAR in writing from any legal action if the youth is injured or harmed in any way. *A copy of the document indemnifying RCMSAR must be reviewed by Headquarters prior to the commencement of the program.*
2. Students under this program are not eligible for membership with RCMSAR.
3. The sponsoring school must ensure that a parent or guardian has signed all required school paperwork which is to contain an indemnification for RCMSAR. A copy of the paperwork is to be provided to the participating RCMSAR station.
4. Students under this program may not participate in SAR operations.