**Guidelines for BAB and BAB Jr./BYOB Youth Membership**



It is important that you understand that as a Brand Ambassador Buddy (BAB) for Rainbow Universe Pageants you must abide by strict guidelines and a strict code of conduct. BAB’s are representing the RUP system and, therefore, your behavior, presence, demeanor, attitude and professionalism all play a part in this representation. It is necessary that you read our guidelines and code of conduct in its entirety so your ambassador membership with RUP is filled with positive experiences and professional opportunities to advance your career and grow your business.

**Confidentiality**

We are committed to maintaining the highest degree of integrity in all our dealings with potential, current and past members, both in terms of normal commercial confidentiality, and the protection of all personal information received in the course of providing the business resources and opportunities concerned. We extend the same standards to all our customers, suppliers and associates.

**Ethics**

We always conduct our own services honestly and honorably and expect our BAB’s to do the same. Our advice, strategic assistance and the methods imparted through our training, take proper account of ethical considerations, together with the protection and enhancement of the moral position of our BAB’s. The following are our Ethical Principles:

* **HONESTY**: We vow to not mislead or communicate false information to anyone including clients, members, other employees, associates, partners and the general public. We vow to be as candid as we possibly can, making sure we speak openly and freely share appropriate information of a non-confidential nature.
* **PROMISE-KEEPING:** We vow to keep the commitments we make and will not make promises that we know cannot be kept. We will not make promises on behalf of the Organization or any department unless we have the authority to do so.
* **FAIRNESS**: We vow to create and follow a process and achieve outcomes that a reasonable person would consider just, evenhanded and non-arbitrary.
* **RESPECT FOR OTHERS**: We vow to always be open and direct in all communications and receptive to influential knowledge or wisdom. We vow to honor and value the abilities and contributions of others, embracing the responsibility and accountability for our actions in this regard. We vow to respect the time and boundaries of others and to allow the space any individual expresses a need for.
* **COMPASSION**: We vow to be perceptive and aware of the needs and desires of others and set out to meet those needs of others whenever we have the power to do so. We vow to first do no harm and take all necessary steps and measures to avoid harm whenever possible. We vow to behave and act in ways that are consistent with our commitment to social responsibility and professional integrity.

 **INTEGRITY**: We will live up to Rainbow Universe Pageants, LLC’s ethical principles, even when confronted by personal, professional and social risks, as well as economic pressures.

**Duty of care**

Our actions and advice will always conform to relevant law, and we believe that all businesses and organizations, including this membership of BAB’s, should avoid causing any adverse effect on the human rights of people in the organizations, homes, or facilities we deal with, the local and wider environments, and the well-being of society at large.

**Conflict of interest**

Due to the sensitive nature of our particular youth coaching & case management services, we will not provide a service to a direct competitor of a client, and we generally try to avoid any dealings with competitor companies even after the cessation of services to a client. As a BAB if you are a direct competitor of our clients we are at liberty to refuse services on their behalf.

**Agreements**

Our agreements will usually be in the form of a detailed proposal, including aims, activities, costs, timescales and deliverables. The quality of our service and the value of our support provide the only true basis for continuity. We always try to meet our BAB’s requirements as a partner.

**Fees**

Our fees are always competitive for what we provide, which is high quality, tailored, specialized service. As such we do offer waivers for members that do not have the ability to pay for services we provide. We always try to propose solutions which accommodate our members available budgets and timescales and this includes options for paying on a sliding scale. Wherever possible we discuss and display our fees and basis of charges clearly in advance, so that we and our members can plan reliably for what lies ahead, and how it is to be achieved and financially justified. For this BAB membership we charge a membership fee in the amount of $10 per month payable upon registration and you will be charged every month you remain a member on the 1st day of the month. There are no other fees associated with membership as a BAB. You also have the option to become a Gold Winged member and pay annually a discounted amount of $100 up front.

**Payment**

We make no attempt to charge interest on late payments, so we expect payments to be made when agreed. Our terms are generally on a monthly basis with the option to pay in full for an entire year.

**Intellectual property and moral rights**

We retain the moral rights in, and ownership of, all intellectual property that we create unless agreed otherwise in advance with our members. In return we respect the moral and intellectual copyright vested in our members intellectual property.

**Quality Assurance**

We maintain the quality of what we do through constant ongoing review with our clients, of all aims, activities, outcomes and the cost-effectiveness of every activity. We encourage regular review meetings and provide regular progress reports. We take the utmost pride in the quality of the services that we provide. We always welcome reviews and feedback from our members and we encourage you to take part in this on at least a monthly basis so we can provide all of our members with exceptional service.

**Professional conduct**

We conduct all our activities professionally and with integrity. We take great care to be completely objective in our judgement and any recommendations that we give, so that issues are never influenced by anything other than the best and proper interests of our members.

**Equality and Discrimination**

We always strive to be fair and objective in our advice and actions, and we are never influenced in our decisions, actions or recommendations by issues of gender, race, creed, color, age or personal disability.

**REQUIREMENTS FOR MEMBERSHP**

* Fill out our registration form with your contact and identification information for our database and to make sure you are receiving the highest degree of customer service as possible.
* Attend one training session upon membership sign up and access PowerPoint trainings periodically throughout the year for continued success and growth opportunity.
* Provide your business card, website address, logo image, short biography with professional headshot to be placed and showcased on the RUP BAB’s Pinterest board.
* Refer 2-4 registered clients to RUP per month – this includes contestants (boys and girls between 13-24 years of age), vendors, volunteers, and sponsors (we will show you how).
* Engage and interact on our BAB Membership Site at least once a week.
* Utilize all of your social media accounts and contacts to blast our brand and draw traffic to all of our social media accounts which includes our website (we will show you how).
* Provide at least one review regarding your experience as a BAB or your opinion about the RUP system as a whole.
* Be a Mastermind host for a mixer, networking party, or business trunk showcase at least one time out of the year or be a co-host if our membership numbers are too high to take part in this requirement.
* Utilize as many media resources that are available to be an ambassador for RUP and represent our brand.

We will provide a leaderboard for all members which will include generous prizes for those members that make the most effort and bring us the most clientele. A code will be generated for you to add to your referral form to track your progress or efforts. More information regarding this will be provided during your training.

***I agree to abide by the above Code of Ethics policy and Requirements for Membership and to conduct myself in a professional manner committed to the goals and mission of Rainbow Universe Pageants BAB membership at all times.***

***\*Please sign and date this Agreement form within 1-2 business days of receipt. You will not be allowed access to the membership site nor will you be able to take advantage of your benefits unless this form is signed and dated. (signature will be required only when you have registered and paid your membership fee – this version is for reading purposes only!)***

***BAB Membership Guidelines, A Rainbow Universe Pageants, LLC Membership Group.***

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