



## **Volunteer Safety and Code of Conduct**

Welcome to Peninsula Streams Society (PSS)! We are delighted to have you join us as a volunteer dedicated to environmental restoration, stewardship, and education. Safety is our top priority, and we appreciate your commitment to maintaining a safe environment for everyone involved. Please review and abide by the following safety guidelines and code of conduct:

### **1. Safety Guidelines:**

- 1.1. Physical Safety: Always prioritize your physical safety when participating in PSS activities. Be aware of your surroundings, especially on beaches, near creeks, and in natural environments where hazards may be present. Be aware of hazards in urban environments (sharps, biohazards), and report any such hazards to a PSS staff member.
- 1.2. Always check in with a staff member before leaving the event/site.
- 1.3. Equipment Safety: Use all provided equipment safely and appropriately. If you are unsure about how to use any equipment, please ask a PSS staff member for guidance.
- 1.4. Weather Awareness: Pay attention to weather conditions and dress accordingly. In case of extreme weather, follow instructions from PSS staff regarding activity adjustments or cancellations.
- 1.5. Hydration and Nutrition: Stay hydrated and nourished throughout volunteer activities, especially during hot weather and/or strenuous tasks.
- 1.6. First Aid: All PSS staff are trained in First Aid, and will have a First Aid Kit at every event. Familiarize yourself with the location of first aid kits and emergency procedures, which may change depending on the location of each event. Report any injuries or medical concerns immediately to PSS staff.
- 1.7. Wildlife Interaction: Respect wildlife and maintain a safe distance. Do not approach or attempt to handle wildlife without proper training and authorization.
- 1.8. Community Interaction: While volunteering, you may be approached by members of the public, with questions, comments, and concerns. Please be respectful at all times,

and refer them to the nearest staff member to address concerns and answer questions. If no staff member is available, please encourage the individual to reach out to the event lead by email (list of emails available in event kit) and make sure to follow up with staff about the interaction.

## **2. Communication:**

2.1. Open Communication: Effective communication is crucial for maintaining a safe and inclusive environment. If you have any questions, concerns, or suggestions, do not hesitate to communicate with PSS staff.

2.2. Conflict Resolution: In the event of conflicts between volunteers or with members of the public, promptly inform PSS staff. We are committed to addressing conflicts professionally and ensuring that all volunteers feel safe and respected.

2.3. Emergency Communication: Know how to contact PSS staff or emergency services in case of an emergency. Program-specific emergency procedures will be provided by PSS staff.

## **3. Diversity and Inclusion:**

3.1. Respect for All: Peninsula Streams Society is committed to diversity, equity, and inclusion. Treat all volunteers, staff, participants, and community members with respect and dignity, regardless of race, ethnicity, gender, age, ability, religion, sexual orientation, or socioeconomic status.

3.2. Inclusive Environment: Foster an inclusive environment where everyone feels welcome and valued. Challenge discriminatory behaviour and language, and strive to create a culture of acceptance and belonging.

3.3. Feedback and Improvement: Peninsula Streams Society welcomes feedback on how we can better promote diversity and inclusion within our organization. Your input is invaluable in helping us create a more equitable and welcoming environment for all.

By volunteering with Peninsula Streams Society, you agree to adhere to the above safety guidelines and code of conduct. Your dedication to safety, communication, and inclusion is greatly appreciated and contributes to the success of our environmental programs. Thank you for your commitment to protecting and preserving our natural world.

**I acknowledge that I have read and understand the above information, and I recognize that by signing this document I agree to abide by Peninsula Streams Society's Volunteer Safety and Code of Conduct.**