



## Volunteer Safety & Code of Conduct

Welcome to Peninsula Streams & Shorelines (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 safety guidelines and code of conduct below. Feel free to reach out to us with any questions or concerns.

### 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, etc.), and report any such hazards to a PSS staff member.

**1.2. Buddy System:** PSS adheres to a strict Buddy System policy and volunteers must always work in a minimum group of two people across all program activities and events. Always check in with a PSS staff member before leaving an event or 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. All loaned equipment must be handled with care and kept in good condition, and PSS staff reserve the right to request its return at any time.

**1.4. Weather Awareness:** Pay attention to weather conditions and dress accordingly. In the case of extreme weather, follow instructions from PSS staff regarding activity adjustments or cancellations.

**1.5. Hydration & 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 PSS 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.

**1.9. Authorized Activities & Representation:** To ensure work is safe, coordinated, and compliant with regulations and landowner permissions, volunteers may only carry out activities on behalf of PSS that have been approved and organized by PSS staff. Volunteers should not independently represent themselves as acting on behalf of PSS, particularly in interactions with landowners, media, or the public, without prior authorization.

## 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 the case of an emergency. Program-specific emergency procedures will be provided by PSS staff.

## 3. Diversity & Inclusion

**3.1. Respect for All:** PSS 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 & Improvement:** PSS 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 PSS, you agree to adhere to the above safety guidelines and code of conduct. To ensure safety and respect of all volunteers, staff, participants, and community members, PSS staff reserve the right to refuse volunteers and cancel events at our discretion. 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, and I recognize that by signing this document I agree to abide by said policy.**