

## **WRV Community Code of Conduct**

Wildlands Restoration Volunteers (WRV) and its network of partners build diverse communities that care for the land. Greater strength and resilience for WRV and our mission is gained through cultivating a welcoming and inclusive community. WRV's Community Code of Conduct promotes an environment that is safe, inclusive, fair, and consistent. It sets an expectation for respectful behavior among all community members and a shared responsibility for each other's well-being. The Code of Conduct is intended to reflect and further promote WRV's Mission and Core Values.

The Code of Conduct guides community behavior on and off projects and inspires a shared responsibility not just to the land but also to each other. **The Code follows these values:**

- **BE SAFE: Safety, both physical and emotional, is the number one priority and a responsibility shared by all members of our community.**
- **HAVE FUN: We believe enjoyment naturally leads to accomplishing our shared goals. We work together to ensure all participants can enjoy volunteering because they are welcomed, included and respected.**
- **GET THE WORK DONE: When all members of our community are safe and enjoying themselves, we increase our capacity to heal the land.**

The Code of Conduct applies to interactions that occur across WRV's operations, including in offices, on projects, at events, programs, and courses, in meetings, in written communication, and any time when we are ambassadors for WRV.

### **Standards of Conduct**

The goal of a standard of conduct is to educate, inspire, and empower our diverse community in caring for the land. WRV community members are expected to conduct themselves in a manner consistent with the following standards. Safety is a high priority focus of WRV, both physical and emotional. To that end, WRV and individuals within our community commit to inclusive and equitable practices in word and deeds.

#### **All individuals have the right to:**

- Be treated with dignity and respect
- Participate in a welcoming community that engenders a sense of belonging for all
- Participate in a community where they will not experience discrimination, harassment or hostility
- Contribute in a way that respects their abilities, interests and skills
- Be informed about the purpose of projects and any potential hazards
- Have access to adequate tools and personal protective equipment

- Receive training and necessary support
- Expect that WRV staff are safeguarding their personal information
- Leave a crew or project, if needed, after notifying staff or their Crew Leader
- Be free from violence, theft, bullying, or other threats

**All individuals have the responsibility to:**

- Make safety the highest priority
- Act in a considerate and respectful manner
- Follow partner policies and guidelines
- Seek and accept guidance and support if needed
- Take responsibility for their behavior and act with integrity
- Communicate questions or concerns clearly and considerately
- Monitor their own wellness and decline to participate if illness, lack of sleep, or other state would jeopardize the work or risk impacting others or self
- Address any conflicts without physical, emotional, or verbal violence

**All individuals will:**

- Welcome everyone regardless of their identity and experience level
- Uphold a community built on respect, encouragement, and opportunity for all, where conflicts are addressed in a respectful manner
- Conduct and participate in activities while minimizing risk and impacts
- Respect natural resources and the ways that people connect with one another and the outdoors
- Avoid conflicts of interest
- Acknowledge that their behavior reflects upon WRV as an organization

For details on and examples of misconduct, [view this](#).

**Reporting misconduct:**

Volunteers are encouraged to discuss issues that arise with others in an open way to improve communication and strengthen working relationships. If those efforts are unsuccessful, or if volunteers do not feel comfortable discussing issues with the person responsible, the process for reporting misconduct is

- Report issue to WSL
- If the WSL does not feel like the appropriate person, please utilize the [online feedback form on our website](#) or report via post-project survey.

In all cases of reporting, discretion is taken to protect the identity of all alleged involved parties during the investigation and any subsequent determination and resolution.

The Code of Conduct does not preclude partners from holding their own code of conduct, nor is it intended to conflict with individual organizations' codes of conduct. It is intended to be additive.