



Columbia Springs Volunteer Code of Conduct

Columbia Springs is committed to providing a friendly, safe, and welcoming environment for everyone. We aim to provide children, families, and volunteers of all backgrounds positive experiences with the outdoors in our programs. Volunteers and guests must observe our rules and procedures, including our Code of Conduct. Anyone who violates our Code of Conduct could be asked to leave.

I. Expected behavior

- Be respectful, considerate, and mindful of those around you
- Alert staff if you notice a dangerous situation, if someone is in distress, or if someone is violating the Code of Conduct
- Observe all common sense safety practices, like being aware of your surroundings and those around you, wearing appropriate clothing for the outdoors, staying on trails and designated work areas, and using tools and safety equipment appropriately

II. Unacceptable behavior

- Violence, threats of violence, or violent language of any kind
- Sexist, racist, homophobic, or any otherwise discriminatory or hurtful jokes, comments, or language
- Any sexual language or behavior.
- Deliberate intimidation or stalking of another person
- Use of profane language
- Possession of alcohol or drugs onsite, or reporting to an event inebriated
- Possession of firearms onsite
- Possession of dangerous or unauthorized materials, like fireworks or other explosives
- Disruptive or rude behavior
- Endangering behavior towards self or others
- Failure to follow policy, rules, procedures, or staff instruction

III. Consequences

Columbia Springs may take the following actions in the case of a breach of the Code of Conduct: removal of offending individual from program or event, a temporary ban, or a permanent ban from the programs or site. Any illegal behavior will be referred to the Vancouver Police Department.

IV. Reporting

Anyone witness to or subject to inappropriate behavior, or having concerns, must notify staff as soon as possible. All reports will remain confidential. In case of danger, call 911. To file a report, submit an email to volunteering@columbiasprings.org, and include the names of persons involved, when and where the incident occurred, and your account of what happened. Columbia Springs' supervisors will follow up and take necessary action.



IV. Volunteer Agreement

I have read and I understand the Columbia Springs' Volunteer Code of Conduct. I agree to refrain from the activities described above and understand that I may be removed as a volunteer if I violate this Code.

Name or group: _____

Signature: _____ Date: _____