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Doc Wilson  
Executive Director

## Volunteer Code of Conduct

As a volunteer, you are an integral part of Peace Peloton. You represent the organization to participants and to the public. You also help make our events and programs a positive and safe experience for everyone. We are grateful for you!

This Code ensures volunteers start with a common understanding of our volunteer standards. We have designed this Code of Conduct to protect you and our Peace Peloton family and ensure we continue to have successful events and programs focused on economic reform for Black people.

We ask that all volunteers adhere to the following:

- Act in good faith with honesty, dignity, and integrity.
- Contribute to an environment of cooperation and collegiality.
- Follow all applicable City, County and State laws, rules and regulations.
- Treat all participants, fellow volunteers, staff and the public with respect and courtesy.
- Show up on time for your shift and check in with the Volunteer Coordinator when you arrive.
- Contact the Volunteer Coordinator when you cannot fulfill your obligation.
- Stay through your entire shift and check out with the Volunteer Coordinator when you depart.
- Avoid excessive drinking or drunkenness - it impairs your ability to provide a safe environment for participants and reflects poorly on the organization.
- Ride lead and route assistance is a serious commitment to the safety and enjoyment of participants, observers, and those we encounter, please take it seriously.
- Don't steal anything.
- Don't harass anyone. (See Policy Against Harassment below)
- Don't break the law.
- Be kind and have fun.

Volunteers who do not follow the Peace Peloton Volunteer Code of Conduct will be dismissed from the Peace Peloton volunteer program. Failure to stay for the entirety of your shift or failure to show up for your shift without canceling ahead of time will make you ineligible for future Peace Peloton volunteer opportunities.

### Policy Against Harassment

Peace Peloton expects civil and respectful treatment of all individuals working for or at, volunteering for or at, participating in, and attending Peace Peloton programs and events. Individuals participating in Peace Peloton events should not harass or be harassed for any reason. The purpose of this policy is to ensure that Peace Peloton's events are inclusive,



welcoming, and are safe spaces free from threat or abuse – verbal, physical, mental or emotional. The prohibited conduct set out in this policy includes conduct in any form, including but not limited to e-mail, voice mail, text messages, pictures, images, writings, words, gestures or actions. If a volunteer believes they have been treated in violation of this policy, they should immediately report the matter to the Peace Peloton Volunteer Coordinator or other Peace Peloton staff.

#### Confidentiality Policy

Peace Peloton volunteers are responsible for maintaining the confidentiality of all proprietary or privileged information to which they are exposed while serving as a volunteer, whether this information involves a staff member, donor, participant, volunteer, or other person or involves the confidential information of Peace Peloton's operations. Failure to maintain confidentiality may result in termination of the volunteer's relationship with Peace Peloton.

#### Medical Emergency Permission

Volunteers must be healthy and reasonably fit in order to participate safely in Peace Peloton programs and events. Peace Peloton does not carry health insurance for volunteers. If you are injured or other medical condition occurs or arises while you are acting as a volunteer, Peace Peloton has permission to seek emergency medical treatment on your behalf.

#### Publicity, Image, and Voice Permission

Peace Peloton takes photographs, videos and/or audio recordings of our programs and events. During activities, a photograph or video/audio recording may be taken of you. Unless you request otherwise, Peace Peloton has permission to photograph, film, audio/video tape, record and/or televise your image and/or voice or the image and/or voice of your child for use in any publications or promotional materials, in any medium now know or developed in the future without any restrictions.

#### Transportation

If personally-owned vehicles are used as transportation to and from Peace Peloton programs or events, the owner of the vehicle is responsible for any liability that might occur during the transportation. Peace Peloton does not provide insurance coverage for any property damage, personal injury or liability that may occur while using personal vehicles. Vehicle owners are required to carry automobile liability insurance as required by the State of Washington

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I have fully informed myself of the contents of the Peace Peloton Volunteer Code of Conduct and the foregoing Peace Peloton policies and agree to the terms as stated.

\_\_\_\_\_

Name

\_\_\_\_\_

Date

\_\_\_\_\_ Signature