

RedRover Responders Volunteer Code of Conduct

RedRover strives to create an inclusive, equitable, and safe environment in which to help animals. Volunteers shall adhere to the following policies:

1. When volunteering with RedRover, you must be committed to participating in an [inclusive and equitable](#) space that is respectful to all.
2. Volunteers are expected to demonstrate compassion and respect towards animals, and shall not abuse or neglect any animals.
3. Volunteers shall follow the rules and procedures as outlined by RedRover during the volunteer training process and as instructed during the deployment process and volunteering period.
4. Volunteers will understand and comply with the Incident Command System (ICS) at all times.
5. Volunteers agree to protect confidential information about deployment invitations, location of the deployment, criminal investigations, animals, fellow volunteers, and disaster victims. This applies before, during, and after a deployment.
6. Volunteers agree to refrain from taking any photos or videos during deployment unless specifically authorized to do so by the RedRover Team Leader.
7. Volunteers are expected to act with maturity, be courteous and kind, empathetic, flexible, reliable, and accountable. Volunteers must recognize that they are part of a team.
8. Volunteers are expected to treat other volunteers, staff, and partners with respect, and refrain from using oppressive and/or offensive language (indicating that a certain identity or belonging to a certain group is negative or undesirable e.g., language that is sexist, racist, homophobic, transphobic, ableist, classist, or includes political affiliation or slurs) in *your communications with others during deployments and other RedRover events*.
9. Volunteers shall follow the rules and guidelines in the RedRover Responders Volunteers [Social Media Policy](#).
10. When representing RedRover, volunteers shall wear the RedRover-designated uniform (RedRover Responders t-shirt or sweatshirt) while on-site for a response, unless instructed otherwise.
11. When not wearing RedRover logo-wear on deployment (at your hotel, at dinner, etc.), we ask that you wear clothing that is respectful and will not cause other volunteers to feel uncomfortable. We ask that while on duty you not wear clothing with political, religious, or controversial messages.
12. Volunteers shall not commit or promise RedRover's assistance; rather, if you hear about animals in need and want to see if RedRover can assist, please contact us at Responders@RedRover.org.
13. Volunteers shall not solicit donations while on deployment.
14. Volunteers shall communicate any changes to their scheduled deployment days/times to the RedRover office and/or the RedRover Team Leader in a timely manner, and sign in and out daily while deployed.
15. Volunteers shall not talk to the media or represent RedRover unless asked to do so by the Team Leader.
16. Volunteers shall not publish or publicly make any derogatory statements about RedRover, partner organizations, or individuals at any time. Please email Responders@RedRover.org with any concerns.
17. Volunteers shall be prepared to accept assignments as directed by the Team Leader.
18. Volunteers shall observe all safety rules and regulations and should be familiar with the proper use and operation of all equipment and only perform tasks within trained capabilities.
19. Volunteers shall immediately inform the Team Leader of any safety hazards or accidents, including animal bites or scratches.
20. While on duty, volunteers shall not consume or be under the influence of any impairing substances. Please let RedRover staff know if you are on any prescription drugs that may impair your behavior or ability to perform necessary tasks. Further, volunteers shall not possess or use any illegal drug at any time while deployed.
21. Firearms and other weapons are prohibited while on deployment with RedRover Responders.
22. Volunteers must obey all local laws, ordinances, and regulations.

23. Smoking tobacco products is permitted during allotted breaks in designated areas only, and away from animals in our care.
24. Volunteers agree to allow pictures and/or video to be taken and used, without compensation, for the purpose of promotion and publicity related to RedRover and its programs. If you have any specific concerns about your photo being used, please notify your RedRover Team Leader.

RedRover is an at-will organization and has the right to terminate a volunteer with or without cause. Breach of listed Code of Conduct terms may result in the loss of ability to volunteer for RedRover. RedRover reserves the right to release any volunteer who is in conflict with RedRover's values.