

Volunteer Code of Conduct

In alignment with Forest Service Policy

FSM 1834.1

The Forest Service is committed to creating and maintaining a work environment in which all people are treated with dignity, fairness, and respect, and are free from harassment. This includes both Equal Employment Opportunity (EEO) related and non-EEO related harassment. This policy applies to all Forest Service employees in their working relationship with Federal employees, non-Federal employees, and the public. The policy also applies to persons employed under contract, or persons engaged through agreements with the Forest Service, including volunteers under Forest Service volunteer agreements, and employees, participants and volunteers engaged through a mutual benefit agreement cooperator.

The Forest Service workplace will be characterized by mutual trust and the absence of intimidation, oppression, and exploitation. The Agency will not tolerate:

1. Sexual harassment which is a particularly egregious form of harassment and a form of sex discrimination prohibited by law and regulation. Sexual harassment is not condoned in Forest Service programs, activities, in the work environment, or in situations that impact the work environment (FSM 1765.05).
2. Any use of derogatory words, phrases, epithets, gestures, pictures, drawings, or cartoons that:
 - a. Deal with or target race, color, religion, age (40 years or older), disability (physical or mental), national origin, sex (gender), sexual orientation, genetic information, marital, and/or parental status regardless of the means of delivery (that is, verbal or electronic communication); or
 - b. Intimidates, abuses, offends, or creates a hostile work environment.
3. Viewing or displaying pornographic or sexually explicit materials that may be viewed by other employees during the course of employment regardless of the means or methods (such as, but not limited to, print, hard copy, audio or electronic).
4. Retaliation against any employee, volunteer or cooperator for reporting matters under this policy, or for assisting in an inquiry related to such a report.

Volunteers are expected to perform service as described in the agreement and any supplemental description of duties, conduct themselves appropriately as described in FSM 1834.1, and to follow all safety protocols in accordance with Forest Service standards.

By signing below you indicate your understanding and acceptance of these terms.
