



VANCOUVER ORPHAN KITTEN RESCUE ASSOCIATION

VOKRA Code of Conduct

All staff, volunteers and members of the Vancouver Orphan Kitten Rescue Association (VOKRA) agree to:

- Act in the best interests of the organization & accept responsibility for leading by example as a volunteer contributing towards VOKRA's mission.
- Keep my personal opinions and actions separate from those made as a representative of VOKRA.
- Avoid conduct, both on and off duty, which would jeopardize VOKRA'S reputation or effectiveness.
- Not seek gratuities, gifts or bequests for personal or professional benefit from anyone involved with VOKRA.
- Not use or be under the influence of alcohol, marijuana or illegal drugs while carrying out volunteer duties on behalf of VOKRA.
- Respect the privacy of persons served by the organization and hold in confidence sensitive, private and personal information I learn while volunteering for VOKRA.
- Conduct myself in a courteous, respectful & responsible manner, exhibit good conduct & be a positive role model.
- Work cooperatively with my VOKRA team, and with members of other VOKRA teams.
- Not discriminate against anyone involved with VOKRA on the basis of race, colour, ancestry, place of origin, political belief, religion, marital status, disability, sex, gender identity or expression, sexual orientation, age, criminal conviction, lawful source of income (BC Human Rights Code, 2019).
- Abide by WorkSafe BC's Bullying & Harassment Policy which prohibits "inappropriate conduct or comment by a person towards a worker that the person knew or reasonably ought to have known would cause that worker to be humiliated or intimidated". (2013) both in person and in online formats (i.e. email & social media). Examples include yelling, (verbal aggression), intimidation, insulting, threatening, using power / position to get what they want.