

Volunteer Code of Conduct



VALUES AND STANDARDS

As a member of the Wildlife ACT team we trust that you will aim to leave a positive imprint on all those you interact with, and display professional behaviour at all times.

We feel fortunate to be able to work in both diverse and sensitive ecological and cultural landscapes. We believe that when interacting with fellow volunteers, staff members and community members, Wildlife ACT volunteers should be sensitive and respect other cultures, histories, customs, languages, religion and beliefs. Wildlife ACT and its representatives do not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. Harassment of any individual in any form is not permitted.

As representatives of Wildlife ACT, our staff and volunteers should always be appropriately dressed when outside the research camp and when engaging with external stakeholders in order to uphold our professional standards. We encourage neutral coloured clothing (khaki, green, brown or charcoal) and closed shoes are a requirement.

ETHICS IN NATURAL SYSTEMS

It must be acknowledged that we, as humans, are visitors to the Protected Areas in which we work. This means that staff and volunteers are expected to engage respectfully and ethically with the flora and fauna within these Parks. Any indecent behaviour can result in you being removed from the Park under order of Park Management. Examples of an offence:

- A minor offence: approaching or entering an animal's comfort zone.
- A major offence: cutting down a tree, catching an animal or throwing stones at an animal.

1. THE GRIEVANCE PROCESS

If any issues/emergencies/concerns arise your first point of contact will be your Wildlife ACT Monitor. If they are unable to help, please contact:

- Bronwen Kelly (Reservations Manager): [+27\(0\)878021231](tel:+27(0)878021231) / [+27\(0\)763130182](tel:+27(0)763130182) EMAIL: bronwen@wildlifeact.com
- Thandiwe Knutson (Operations Manager): PHONE: [+27\(0\)66 489 0436](tel:+27(0)664890436) / EMAIL: thandiwe@wildlifeact.com

2. BREACH OF AGREEMENT

Your Wildlife ACT monitor is responsible for your health and safety; therefore any rule enforced or instruction issued by your Monitor in the field or at camp must be complied with for your own safety and protection. If there are any uncertainties regarding RULES & REGULATIONS contact your WILDLIFE ACT Monitor or a member of Management.

In the event of a breach of this Code of Conduct, Wildlife ACT management reserves the right to request a non-compliant volunteer to leave without the expectation of a refund.

PARK RULES AND REGULATIONS

- The Parks that we work in are protected areas. Under no circumstances will littering be tolerated.
- It is illegal to pick any plant, or to disturb, feed or kill any animal in the Park, or to remove or disfigure any archaeological or geological material.
- Volunteers must remain on the vehicle and seated at all times within the Park unless your Wildlife ACT Monitor instructs otherwise.
- No unaccompanied walking outside the research camp of the relevant Park is permitted.
- Lighting of fires is only permitted in designated fireplaces.
- Substance abuse, smoking in inappropriate areas, or use of any narcotic drug will not be tolerated.

COPYRIGHT & CONTENT

As part of the contribution made by volunteers, Wildlife ACT may make use of photographs submitted by volunteers from time to time in marketing materials and scientific documents such as species identikits without expectation of payment or use of photographer's credit or watermark. However, Wildlife ACT commits to acknowledge contributors wherever possible.

Receipt of payment and a confirmation of booking constitutes acceptance of the conditions of this Code of Conduct