



## **Volunteer Code of Conduct**

Seafood Nutrition Partnership (SNP) seeks to engage volunteers in a mutually rewarding relationship between the volunteers that donate their time, talents, skills and enthusiasm and staff who will support them in their efforts to inspire a healthier America through partnerships that raise awareness about the essential nutritional benefits of eating seafood.

### **Purpose of Volunteer Code of Conduct**

The purpose of this Volunteer Code of Conduct is to provide overall guidance, structure and direction to volunteers and staff throughout the volunteer process. This Volunteer Code of Conduct does not constitute, either implicitly or explicitly, a binding contractual or personnel agreement. SNP reserves the right to change the Volunteer Code of Conduct at any time and to expect adherence to the updated policy.

### **Definition of “Volunteer”**

Volunteers include board members, ambassadors, advisory council members, Eating Heart Healthy implementation partners, volunteer health screeners and others that give of their time in support of the Seafood Nutrition Partnership mission.

### **Volunteer Code of Conduct Agreement**

- I understand that all volunteers have the right to:
  - Work in a safe environment.
  - Be treated with respect by all staff members.
  - Be engaged in meaningful work.
  - Be informed of the impact your work made in the community.
  - Ask any staff member questions about our work.
  - Provide feedback about your experience.
- I will not accept any payment, tips or discounted fees for my volunteer service.
- I will be dependable, recognizing the commitment and responsibility to my volunteer assignment(s). I will participate in program activities to the best of my ability as directed by SNP staff and its representatives.
- I will provide SNP constituents with information that is accurate, completely objective, relevant, timely, and understandable.
- I will comply with applicable government laws, rules and regulations.
- I will maintain the confidentiality of information entrusted to me by SNP or its constituents except when authorized or otherwise legally obligated to disclose.
- I will treat all people with fairness, respect and equality regardless of sex, race, religion, ethnicity, socio-economic status, sexual orientation and ability/disability.
- I will be honest and ethical in my conduct, including ethical handling of actual or apparent conflicts of interest between personal and professional relationships. I will proactively promote ethical behavior as a responsible partner among peers in the



volunteering environment. I will raise any ethical concerns to the executive director or board chair of Seafood Nutrition Partnership.

- I also agree to hold harmless and indemnify SNP and its respective officers, directors, employees, members, and volunteers from all liability, claims, judgments and demands arising from my participation in this program. I am aware this Volunteer Code of Conduct does not have an expiration date.
- I hereby authorize SNP to use, reproduce, and/or publish photographs and/or video that may pertain to me—including my image, likeness and/or voice without compensation. I understand that this material may be used in various publications, public affairs releases, recruitment materials, broadcast public service advertising (PSAs) or for other related endeavors.
- I understand that any infraction of the Volunteer Code of Conduct can result in, but is not limited to, my dismissal from my volunteer assignment.