

## VOLUNTEER CODE OF CONDUCT

Greyhound Friends of North Carolina, ("GFNC"), as a non-profit organization, believes that every greyhound that comes into our care deserves to be healthy, safe and well-loved, and seeks to nurture the lives of these dogs by providing quality care, responsible adoptive homes and by promoting humane treatment through education and awareness.

GFNC relies heavily upon the efforts of our many Volunteers to carry out the mission and vision of the organization. GFNC asks all of their Volunteers to adhere to the highest standard of conduct and professionalism so that we may continue to maintain our reputation as a premier greyhound rescue organization.

***In performing any service for GFNC, representing GFNC, or engaging in any GFNC activity, all Volunteers agree to meet the following standards of conduct:***

- I will represent GFNC in a polite and professional manner at all times. I will not operate or act in any manner that is contrary to the best interests of GFNC or that reflects poorly on the organization.
- I will observe all safety and security rules in the performance of Volunteer assignments. I agree to follow the policies and procedures set out by the GFNC Board of Directors at all times when on the kennel premises.
- I will respect the right of every person associated with GFNC to have a personal opinion regarding the greyhound racing industry. However, as a representative of GFNC, I will clearly communicate that GFNC is racing neutral, meaning that the organization neither opposes nor endorses greyhound racing.
- I will treat all GFNC, staff, donors, volunteers, clients, and animals with respect and kindness at all times and shall not engage in any unacceptable behavior. I understand that unacceptable behavior includes, but is not limited to, displaying discourtesy, engaging in rude behavior, or harassing any individual associated or doing business with GFNC.
- I will not accept or seek on behalf of any person, any financial advantage or gain as a result of my affiliation with GFNC. I will maintain the confidentiality of all information received as a result of my affiliation with GFNC, written or verbal, pertaining to greyhounds or people.



- I will not publicly use any GFNC affiliation in connection with the promotion of partisan politics, religious matters, or positions on any issue not in conformity with the official position of GFNC and without the express written permission of GFNC.
- I will not operate or act in a manner that creates a conflict with the interests of GFNC and any organization in which I have a personal, business, or financial interest. I shall disclose such conflict of interest to the GFNC Board of Directors upon becoming aware of the conflict.

***I understand that:***

- Volunteers who do not adhere to the Code of Conduct set forth above or who fail to satisfactorily perform their Volunteer assignment are subject to dismissal.
- Volunteer assignments are "at will" and may be terminated by GFNC at any time, with or without cause.
- If I am unable to perform volunteer duties at any time, including because I wish to terminate my volunteer relationship with GFNC, I will notify the appropriate individuals immediately and with as much notice as possible.

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Print Name

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Sign Name

Date

Adapted from the Arizona Greyhound Rescue Volunteer Code of Conduct dated January 2012.

