



BIRDS CONNECT SEATTLE

Code of Conduct

Birds Connect Seattle offers many programs and activities to its members and the public led by either staff or volunteers. We celebrate and value people of every age, race, national origin, citizenship, ethnicity, sex, gender identity and expression, class, ability or disability, sexual orientation, and political or religious belief. Our goal is to provide an enjoyable and inclusive experience for all and to model responsible behavior outdoors. In service to that goal, we provide this outline of expectations for all staff, volunteers, and program participants. This code of conduct applies to all programs and activities regardless of whether the conduct is in person, online, or in writing.

General Expectations

- Use kind and welcoming language.
- Remember that the Birds Connect Seattle building, grounds, and loaned equipment are all community assets; please treat them with respect and care:
 - Follow approved use of materials or equipment.
 - Ensure the user and others remain safe at all times.
- Acknowledge that staff, volunteer leaders, and instructors have responsibilities to an entire group; make sure to leave space for other voices.
- Respectfully use cellphones and other electronic devices; step away from the group to make or take calls.
- Respect all other relevant Birds Connect Seattle policies .
- **Any behavior that is prohibited by law will not be tolerated.**
- **Instances of discrimination or harassment are defined within and should be reported through our Grievance Policy and Procedures form.**

Outdoor Events

- Engage in the ethical use of playback (audio of bird sounds) and pishing (imitated bird calls) only with leader approval.
- Stay with the group and avoid blocking trails or pathways.
- Be respectful of birds, wildlife, and their habitat at all times; keep your distance and tread lightly.
- Be prepared for your own safety and comfort by wearing clothing and footwear suitable for the environment and weather.

Indoor Events

- Refrain from wearing perfume or heavy fragrances.
- Respect others' choices in mask-wearing behavior.

Failure to comply with this Code of Conduct could result in the restriction of privileges.