

# Montrose Botanical Society

## **Volunteer Code of Conduct**

*Approved by the Board on March 31, 2026*

The Montrose Botanical Society's Code of Conduct ensures that volunteers participate with a common understanding of the standards they will be expected to abide by. These standards will promote the organization's mission, respect the local community, and provide for the safety of all participants. Here are the key points of the Code of Conduct:

- **Respect and Dignity:** Volunteers are expected to treat all people with respect, courtesy and dignity, avoiding any language or actions that demean or offend others. Volunteers are expected to not create conflict or negativity among other volunteers, thus creating an unpleasant work environment.
- **Safety:** Volunteers must follow all safety rules and practices, and report any unsafe working conditions. They should follow the safety guidelines posted in the gardens and instructed by their team leaders and to always be aware of the safety of others.
- **Professionalism:** Volunteers should behave in a professional manner while at the Montrose Botanic Gardens and at Society events.
- **Harassment and Abuse:** Volunteers are prohibited from engaging in any form of harassment, including verbal, physical, or sexual harassment, and expected to protect community members and Botanical Society representatives from harm.

The Code of Conduct is a supplement to local laws and other MBS rules and policies. The MBS Board of Directors may terminate a volunteer if their actions or behavior harm the organization's mission and effectiveness, or the safety and morale of its other volunteers.