



## Austin Parks & Recreation Volunteer Code of Conduct

The City of Austin Parks and Recreation Department (APR) deeply values the commitment and contributions of our volunteers. The guidelines below may seem obvious, but we have a written Code of Conduct to make sure that everyone understands PARC's expectations for behavior. Your dedication helps make our parks inclusive, enjoyable, and positive spaces for all. Thank you for your support!

1. **Safety First:** Your safety and the safety of others are our top priorities. Follow safe work practices and take responsibility for your own wellbeing and the safety of your fellow volunteers.
2. **Substance-Free Participation:** Volunteers must not be under the influence of controlled substances while participating in volunteer activities.
3. **Professionalism:** As a volunteer, you represent APR. Treat park visitors, fellow volunteers, and staff with kindness and respect, just as you would like to be treated.
4. **Culture of Respect:** We expect all volunteers to contribute to a safe and positive environment. This includes treating fellow volunteers and staff equitably, trusting each other, recognizing each other's contributions, and building on our commonalities and our differences.
5. **Public Spaces:** Remember, parks are public spaces, and all visitors have a right to enjoy them. Volunteer events are open to the public unless special permission is granted by APR staff for a private event or closure. Be kind and respectful to everyone in the parks, including community members, fellow volunteers, and staff.
6. **Zero Tolerance for Harassment:** Harassment in any form—whether verbal, physical, emotional, or sexual—is not tolerated. This includes any behavior intended to upset, threaten, or annoy others. Any volunteer harassing others will be asked to leave the volunteer event and will not be allowed to attend future volunteer events.
7. **Zero Tolerance for Inappropriate Behavior:** Sexual or romantic advances, inappropriate comments, and any other behavior of a sexual nature are considered sexual harassment and are not tolerated.

Volunteers serve at-will, which means that the City of Austin may remove a volunteer's position or end a volunteer's service without cause. Volunteering with the City of Austin is not a form of employment by the City of Austin.

As a volunteer, you can expect:

- Clear and specific communication of expectations
- Ongoing training, learning experiences, and supervision appropriate to your volunteer position
- Recognition of your contributions and accomplishments

By volunteering with us, you agree to follow these guidelines. Your cooperation makes Austin Parks and Recreation a positive, respectful place for all. Thank you for your dedication and commitment!