



## Nittany Greyhounds Volunteer Code of Conduct

Nittany Greyhounds expects our 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 Nittany Greyhounds, Inc., or representing us at any event, we expect you to agree to meet the following standards of conduct:

- Represent Nittany Greyhounds, Inc. in a polite and professional manner at all times
- Treat all Nittany Greyhounds, Inc., staff, donors, clients, and animals with respect and kindness at all times and shall not engage in any unacceptable behavior, which includes, but is not limited to:
  - Displaying discourtesy
  - Engaging in rude behavior
  - Using verbal, written, physical, or visual means to harass any individual associated or doing business with Nittany Greyhounds, Inc.
- You will not operate or act in any manner that is contrary to the best interests of Nittany Greyhounds, Inc.
- You will wear the appropriate attire for your Volunteer Assignment
- You will arrive on time and be reliable for your Volunteer Assignment
- You will not accept or seek on behalf of any person, any financial advantage or gain as a result of your affiliation with Nittany Greyhounds Inc.
- You will not publicly use any Nittany Greyhounds, Inc. affiliation in connection with the promotion of partisan politics, religious matters, or positions on any issue not in conformity with the official position of Nittany Greyhounds, Inc. and without the express written permission of Nittany Greyhounds, Inc.
- Nittany Greyhounds, Inc. is racing neutral, and we require any personal opinions about racing to not be publically stated while you are representing Nittany Greyhounds, Inc.
- You will not operate or act in a manner that creates a conflict with the interests of Nittany Greyhounds, Inc. and any organization in which you have a personal, business, or financial interest

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 Nittany Greyhounds, Inc. at any time, with or without cause. If you are unable to perform volunteer duties at any time, including because you wish to terminate your volunteer relationship with Nittany Greyhounds, Inc., you will need to notify the appropriate individuals immediately and with as much notice as possible. We want to take the time to thank you for signing up to volunteer with our group. We welcome a wide variety of personalities and talents to our team, and are very excited to begin working with you!