

Code of Conduct and Policies (Revised Jan 2024)

As a Florida SARC team member, working with or under FLSARC and SPCA FLORIDA, I will:

- Deploy ONLY with permission and direction from FLSARC and SPCA Florida.
- Project a professional appearance while volunteering.
- Honor my scheduled commitments.
- Wear designated ID and approved uniform only.
- Make safety a priority for myself, my team, and animals under the care of FL SARC or designated organization.
- Promote positive thinking and actions.
- Respect and follow prescribed Chain of Command, including my team leader and FL SARC Manager
- Keep an open mind and be flexible.
- Avoid taking/posting photographs and videos of animals or disasters without management or team lead approval.
- Not speak to members of the media unless specifically authorized or assigned in a public affairs role by FL SARC/SPCA FLORIDA, or any partner organization.
- Not use any reference to FL SARC or SPCA Florida for any personal gains, benefits or representation without express written permission from SPCA Florida or the FL SARC Manager
- Not bring personal firearms to any deployment or duty assignment.
- Resolve any conflict with the organization privately, with your team lead or organizational leadership if not resolved at the lowest level possible.

I understand and acknowledge the following actions are cause for immediate dismissal when representing FL SARC and SPCA FLORIDA:

- Providing false or misleading information in volunteer profile when registering as a FL SARC disaster responder.
- Consumption of any alcoholic beverages/controlled substances, including public displays of intoxication or impairment which discredit SARC/SPCA Florida, and/or present a threat to the safety of you and other personnel while on deployment or any other activity associated with SARC/SPCA Florida.
- Possession, use, sale, or abuse of prescription/illicit drugs or controlled substances.
- Violating any community, county, state, or federal law / ordinances, or engaging in a conduct deemed detrimental to SPCA/SARC and its volunteers, employees, and representatives.
- Publishing any social media post or action which could reflect negatively upon FL SARC and SPCA Florida.
- Engaging in any behavior designed to create conflict or acrimony within the organization or on leadership without resolving the issue at the lowest level possible.
- Illegal use or display of firearms.
- No personal animals are allowed on any deployment or service except SERVICE animals. NOTE: Service animals will likely be exposed to disease, parasites, and other potentially life-threatening illnesses and situations. FL SARC and SPCA Florida are not liable for any harm resulting from your decision to bring any service animal on deployment or activity.
- Smoking is allowed ONLY in designated areas, unless prohibited by host organizations.
- All team members shall treat each other with respect and dignity. Practicing the principles of diversity and inclusion is not optional.
- When deployed with FL SARC, volunteers shall not participate in any other activity which serves to promote personal gain or ideologies.
- Private property must be respected. Search and Rescue efforts will be coordinated ONLY through FL SARC and shall only be performed with permission from the owner, supervising authority, or law enforcement.
- Team members may not accept gratuities or donations. All donations must be directed to your Team Lead. Removal of animals, equipment, or supplies must be approved by Shelter or Logistics Leads and proper documentation completed.
- Use of the FL SARC and SPCA Florida logo and name cannot be used or reprinted without written permission from FL SARC and SPCA Florida management.

By signing, I confirm that I have read, agree to, and will adhere to the statements in this document.

Name (print): _____

Signature / Date _____

Witness (FL SARC Manager / Volunteer Administrator): _____

Date: _____