

Pennsylvania Institute for Conservation Education
PENNSYLVANIA MASTER NATURALIST™

STANDARDS OF BEHAVIOR

(Applicant Copy)

This Standards of Behavior document is a contractual agreement accepted by volunteers who commit to the **Pennsylvania Master Naturalist** program. The Standards of Behavior shall guide the volunteers' behavior during their involvement with the Pennsylvania Master Naturalist program. Just as it is a privilege for the Pennsylvania Institute for Conservation Education (PICE) and Pennsylvania Master Naturalist partners to work with individuals who volunteer their time, energy and talent to the Pennsylvania Master Naturalist program, a volunteer's involvement in the program is a privilege and a responsibility, not a right.

The Pennsylvania Master Naturalist program provides unbiased, research-based educational programs accessible to all Pennsylvania residents and community service in support of natural resource conservation and stewardship. The primary purpose of the Standards of Behavior is to ensure the safety and well-being of all Pennsylvania Master Naturalist program participants (i.e., target audiences, professionals and volunteers.). Pennsylvania Master Naturalist program volunteers are expected to function within the guidelines of PICE, the program and its partners.

Pennsylvania Master Naturalist volunteers shall, at all times:

- Promote and support PENNSYLVANIA MASTER NATURALIST goals, philosophies, mission, and activities in order to develop an effective local, state, and national program.
- Conduct themselves in a courteous and respectful manner, with fairness, honesty, and integrity.
- Accept supervision and support from professional staff while involved in the program.
- Respect, adhere to, and enforce the rules, policies, and guidelines established by the PA MASTER NATURALIST program and any additional guidelines established by their host organization.
- Perform duties in a responsible and timely manner as outlined in the job description.
- Uphold the commitment made to the program by completing the initial training, required volunteer hours and advanced training hours.
- Keep accurate records of volunteer service, training, and research; regularly notify the Program Coordinator of these records.
- Comply with all civil rights laws and policies, including, but not limited to, PICE and their host organization's policies and anti-discrimination laws.
- Report immediately to the Program Coordinator any misconduct by any PENNSYLVANIA MASTER NATURALIST volunteer or participant that threatens the emotional or physical well-being of a participant.
- Handle animals and operate machinery, vehicles, and other equipment in a responsible manner and in accordance with the host organization's guidelines.

Pennsylvania Master Naturalist volunteers shall not, at any time:

- Abuse program authority, status or involvement for personal or commercial gain.
- Advocate, lobby or promote political issues while representing PENNSYLVANIA MASTER NATURALIST.
- Engage in abusive behaviors that physically or verbally threaten or harm any program participant, including youth and any other vulnerable populations.
- Commit or have been convicted of a felonious act.
- Use alcohol or any controlled substances while performing service as a PENNSYLVANIA MASTER NATURALIST volunteer. (Reporting for service while under the influence of alcohol or a controlled substance will result in termination from the volunteer program.)

