



Volunteer Code of Conduct

Rock Steady Boxing Toronto (RSBT) and the Parkinson's Resource Centre (PRC) have adopted the following policies regarding volunteer participation. Please read the Volunteer Code of Conduct thoroughly and contact the RSBT Volunteer Coordinators with any questions.

Your signature on the Volunteer Application is your agreement to abide by this Volunteer Code of Conduct.

Purpose of Volunteer Policies

These policies are intended to provide guidance and direction to those engaged in volunteer activity. These policies do not constitute a binding contractual or personnel agreement.

Definition of a Volunteer

A volunteer is anyone who, without compensation or reimbursement, performs a task at the direction and on behalf of Parkinson's Resource Centre or Rock Steady Boxing Toronto staff, board members, or coaches. A volunteer must attend a Volunteer Orientation training prior to performance of these tasks. Unless specifically stated, volunteers shall not be considered as employees.

Liability

Volunteers are expected to understand the risks associated with volunteering. Further, volunteers hereby waive any claims against, indemnify, and hold harmless the Parkinson's Resource Centre, Rock Steady Boxing, its respective officers, directors, employees, sponsors, representatives and volunteers from any and all liability, including attorney fees that may result from illness, personal injury, property damage, or wrongdoing resulting from involvement with the volunteer program for the Parkinson's Resource Centre and Rock Steady Boxing Toronto.

Discrimination

The PRC and RSBT are committed to a policy of fair representation and will not discriminate on the basis of race, ethnicity, disability, gender, color, religion, sexual orientation, geography, or age. This policy applies to the selection of volunteers, and volunteers are expected to adhere to these same standards in the course of their duties.

Service at the Discretion of the Volunteer Coordinators

The PRC and RSBT accept the service of all volunteers with the understanding that such service is at the sole discretion of the Organization. Volunteers agree that the Organization may, at any time, for whatever reason, decide to terminate the volunteer's relationship with the agency. Notice of such a decision will be communicated as soon as possible to the volunteer and the volunteer's supervisor, with the involvement of the Volunteer Coordinators and the Executive Director.

Representing the Parkinson's Resource Centre and Rock Steady Boxing Toronto

Volunteers are asked **not** to contact or respond to media requests, other organizations, or individuals on behalf of the Parkinson's Resource Centre or Rock Steady Boxing Toronto unless the Executive Director gives them express direction to do so. The Executive Director must be consulted by volunteers prior to actions or discussion including but not limited to public statements to the press, coalition or lobbying efforts with other organizations, or any agreements involving contracts, resources, finances, or other obligations.

Police Reference Check or Vulnerable Sector Screening

Volunteers are subject to police reference checks or vulnerable sector screening at the discretion of the organization.

Confidentiality

Volunteers are responsible for maintaining the confidentiality of all proprietary or privileged information to which they are exposed while serving as a volunteer, whether this information involves a single staff member, other volunteers, clients, boxers, cornermen, coaches, or PRC or RSBT business policies and procedures. Failure to maintain confidentiality may result in termination of the volunteer's relationship with Rock Steady Boxing Toronto.

Contacting other volunteers and Rock Steady Boxing Toronto members

Occasionally, volunteers will need to contact other volunteers or Rock Steady Boxing Toronto members with regard to their volunteer activities. We expect all such communications among volunteers to follow standard professional practice. Other than phone numbers or email addresses, PRC and RSBT staff and coaches will not share contact or other personal information about a volunteer with another volunteer without the express consent of all parties involved.

Non-Compliance/Dismissal

Understand that failure to adhere to any part of this Code of Conduct may result in suspension from volunteer duties and/or termination of the volunteer relationship. No volunteer will be terminated until the volunteer has had an opportunity to discuss the reasons for possible dismissal with supervisory staff.

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