



PROGRAM PARTICIPANT SAFETY & CODE OF CONDUCT

At Greenbul Wings we do our best to welcome every child and meet them where they are at. We pride ourselves at being a welcome place for every learner. However, because we strive to provide children with adventurous, outdoor experiences, there are a few skills that youth need in order to ensure a successful experience. Please read through this and ensure your child is ready for our programs!

Participants for all Greenbul Wings programs agree to the following:

1. Be considerate and respectful to all community members, including Field Trip Leaders/Program Volunteers, other attendees, and the general public.
2. Remain in the view of the Field Trip Leaders/Program Volunteers at all times while attending a field trip; do not wander from the group.
3. Refrain from demeaning, discriminatory, or harassing behavior, materials, and speech.
4. It is the responsibility of the participant to arrive to the event on time. This includes leaving enough time for parking. If you arrive after the event start time, the trip may start without you.

Unacceptable behavior from any community member will not be tolerated. If a participant engages in unacceptable behavior, the Greenbul Wings Field Trip Leader/Program Volunteer or staff may take any action they deem appropriate, including warning or expelling the offender from the event with no refund. For more egregious behavior, Greenbul Wings staff may, in their reasonable discretion, temporarily ban or permanently expel a participant from participating in future Greenbul Wings events. Unacceptable behavior includes, but is not limited to:

1. Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech, materials, or conduct by any Participants of the event, and related event activities. Many event venues are shared with members of the public; please be respectful to all patrons of these locations.
2. Violence, threats of violence, or violent language directed against another person.
3. Sexist, racist, homophobic, transphobic, or otherwise discriminatory jokes and language.
4. Personal insults, particularly those related to gender, sexual orientation, race, religion, or disability.
5. Inappropriate photography or recording.

6. Any boisterous, lewd, or offensive behavior or language, including but not limited to using sexually explicit or offensive language, materials or conduct, or any language, behavior, or content that contains profanity, obscene gestures, or racial, religious, or ethnic slurs.
7. Failure to obey any rules or regulations of the event venue.

I acknowledge the following for myself and all youth in my care:

1. Voluntary participation in Greenbul Wings field trips involves inherent risks and hazards, including but not limited to physical injury from exposure to hazards such as adverse weather conditions, insects and wildlife, rough and unknown terrain, moderately strenuous exercise, and transport to/from field sites.
2. All risks cannot be prevented and I assume those beyond the control of Greenbul Wings Program Volunteers and staff.
3. I am solely responsible for risks associated with personal trips, hikes, or other activities undertaken at my initiative during the course of this field trip.
4. I am physically capable, with or without reasonable accommodation, of undertaking these activities.
5. In case of a medical emergency, I give consent for emergency medical treatment and agree to pay for any charges not covered by my personal health insurance.
6. I will abide by this Greenbul Wings Participant Code of Conduct while on trips. Specifically, I will avoid any behavior that negatively affects the comfort, well-being, or learning environment of others on the trip or the general public and understand that anyone asked to stop unacceptable behavior is expected to comply immediately.
7. By attending trips, I give Greenbul Wings the right to use photographs and other digital media obtained during the field trip that contain my likeness to promote Greenbul Wings events, including using such material on the Greenbul Wings website, social media, and all promotional material.

INCIDENT REPORTING

If you feel that the above standards for participant behavior have been violated (or are unsure if a violation has occurred), please report the incident to a Greenbul Wings event leader. If you are not comfortable speaking with an event leader, please directly contact Greenbul Wings Program Manager immediately, or within 24 hours of the occurrence.

VOLUNTEER CODE OF CONDUCT

For the safety of Greenbul Wings constituents, volunteers, and staff

The purpose of this Agreement is to establish a mutual framework for the working relationship of the Program Volunteer and Greenbul Wings for field trips, events, and programs. This Agreement outlines basic procedures, responsibilities, and expectations by which Greenbul Wings and the Program Volunteer will provide support and guiding services on Greenbul Wings field trips, events and programs.

GREENBUL WINGS VOLUNTEER AGREEMENT

1. As integral members of the Greenbul Wings team, Greenbul Wings staff and Program Volunteers are expected to use good judgment, interact in a spirit of courtesy and cooperation with other Program Volunteers, field trip, event, and program attendees, and members of the public; and to maintain high standards of professional and business conduct and behavior at all times.

This involves respect for the rights and feelings of others and the recognition of moral responsibilities not only to professional associates, fellow employees, and the public, but also to birds, their habitat, and the resources under one's care. Accordingly, this policy forbids any unwelcome conduct that is based on an individual's actual or perceived age, race, color, national origin, ancestry, sex, gender (including pregnancy, childbirth or medical condition related to pregnancy or childbirth), gender identity or expression, sexual orientation, religious creed, physical or mental disability, medical condition, genetic information, marital status or any other characteristic protected by federal, state or local law. Program Volunteers are expected to refrain from any behavior that might be harmful to any other Program Volunteers or staff members, members of the public, and/or the field trip participants themselves; or actions or statements that might be viewed unfavorably by current or potential clients of other companies or members of other organizations, or by the public at large.

Greenbul Wings will not tolerate such conduct, regardless of whether it takes place on company premises or off-site, including on the internet, at organization-sponsored social events, during business travel, training sessions or conferences.

2. Greenbul Wings will not tolerate harassing, violence, or discriminatory language or behavior from Program Volunteers under any circumstance, during or outside of Greenbul Wings programs. Program Volunteers who engage in such behaviors or use such language will be immediately terminated and will at no point in the future be permitted to volunteer with Greenbul Wings.

3. Many field trips and programs take place on public lands. The Program Volunteer agrees to abide by regulations, orders and requests of the agencies responsible for the public lands. As some field trips and programs are planned to take place on private property the Program Volunteer agrees to abide by the requests of relevant owners of private property during the field trip.

4. Greenbul Wings reserves the right to allow and assign commercial sound recording, photography and/or filming. By participating in a Greenbul Wings field trip, event, or program, the Program

Volunteer gives Greenbul Wings permission to use such sound recording, photography and/or filming to promote Greenbul Wings events, including using such material on the Greenbul Wings website and social media, and all promotional material. The Program Volunteer further understands that they will not be compensated for this use but will be credited appropriately for their work and contributions to the Greenbul Wings programming.

5. The Program Volunteer will not tolerate inappropriate behavior that compromises the safety or well-being of themselves or others present as attendees or volunteers at Greenbul Wings field trips, events, or programs. This includes sexual harassment, hate speech, threats, and acts of intimidation. If such behaviors are exhibited on a field trip, event, or program, the Program Volunteer agrees to take necessary action to ensure the safety of the participants, including asking the perpetrator to leave, and report the incident to the Greenbul Wings Program Manager.

6. The Program Volunteer agrees to undergo a background check if they will be leading trips, events, or programs attended by individuals under the age of 18 who are unaccompanied by parents/guardians.

7. All data, materials, knowledge, and proprietary information generated through, originating from, or having to do with a program in which the Program Volunteer is participating, or persons associated with its activities, including contractors, is to be considered Confidential Information and is not to be disclosed to any outside party. This includes, but is not limited to, documents, information, designs, printed matter, policies, procedures, conversations, messages (received or transmitted), resources, contacts, e-mail lists, and e-mail messages, whether internally between staff or outside the volunteer program is confidential and the sole property of Greenbul Wings. Client information, including all file information, is not to be disclosed to any third party under any circumstances without the written consent of Greenbul Wings.

INCIDENT REPORTING

Improper, dangerous, or illegal behavior by Greenbul Wings event, field trip, or program participant or Program Volunteer; or injury/accident experienced by a participant or Program Volunteer must be reported to Greenbul Wings Program Manager as soon as possible after the incident, and no later than 24 hours afterwards. Greenbul Wings Program Manager is required to acknowledge in writing that the report has been received by replying to the leader who reported the incident within 48 business hours of receipt. Incident actions may require further reporting to all field trip leaders to ensure the safety of future participants, program volunteers, and staff.