



FRIENDS OF THE ISSAQUAH SALMON HATCHERY

**PROTECTING OUR SALMON AND ENSURING THEIR SURVIVAL FOR
FUTURE GENERATIONS THROUGH EDUCATION AND OUTREACH.**

Volunteer Code of Conduct

Last Updated June 19th, 2024

We promote watershed stewardship so that the public will take care of the water they share with the salmon. The Issaquah hatchery is one of the most-visited state hatcheries. With some 300,000 visitors a year, it is the only urban location in Washington State where visitors can get nose-to-nose with a salmon that has returned home to spawn. FISH trains guides who amaze visitors with their depth of knowledge about the Northwest salmon life cycle, the importance of watershed stewardship, and the operations of the historic hatchery. Being a FISH volunteer, we ask you to follow this code of conduct to help better serve our mission and our visitors as well as help you be a successful and knowledgeable volunteer!

As a FISH volunteer, I'm committed to:

Personal responsibility

- Be dependable, recognizing the commitment and responsibility to my volunteer assignment(s)
- Accept assignment(s) consistent with my interest, abilities, and available time
- Accept assignment(s) with an open mind and a willingness to learn
- Accept feedback from my supervisor to do the best job possible
- Avoid conflict of interest situations and refrain from actions that may be perceived as such. Volunteers should reveal any potential or actual conflicts of interest as they arise
- Address ethical concerns by speaking directly with the colleague/responder with whom I have the concern; and when necessary, report such to my supervisor

Respect

- FISH is an organization that values diversity. We strive to foster an environment that is inclusive and equitable for individuals from all backgrounds and cultures.
- Treat all individuals with a sense of dignity, respect, and worth. Make a personal commitment to be nonjudgmental about cultural differences, living conditions, and the lifestyle of each person with whom I work
- Avoid profane and abusive language and disruptive behavior that is dangerous to self and others
- Abstain from the use of photo, audio, or video recording equipment unless authorized
- Respect all confidential information. 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, volunteer, client, or other person
- Not preach to anyone or pressure anyone to accept my political, cultural, or religious beliefs
- Respect equipment and props appropriately as required for my assignment.

Safety

- Not use, possess, or be under the influence of alcohol or illegal drugs at any time while serving as a volunteer
- Wear required identification and clothing
- Follow safe workplace practices, including participation in applicable education sessions, using appropriate personal safety equipment and reporting accidents, injuries, and unsafe situations
- Report suspicious activities to my supervisor
- Recognize that I have a responsibility to adhere to the rules and procedures of the organization. Failure to do so or failure to satisfactorily perform my volunteer assignment may cause me to be subject to dismissal