



Iowa Department of Natural Resources Volunteer Code of Conduct

To assist the Iowa Department of Natural Resources (DNR) in providing a safe and positive environment, the *Volunteer Code of Conduct* provides direction for volunteers serving beside staff. We appreciate your willingness to work with our agency knowing it has a direct and significant impact on the quality of Iowa's natural resources for us to all enjoy.

Volunteers with the DNR have the responsibility to:

- Read, complete and sign all necessary paperwork prior to volunteering:
 - ❖ Submit to federal and state background checks and the national sex offender registry check prior to working with children, elderly or with other vulnerable populations as a volunteer with the DNR. The background check is done by completing and signing the Background Consent Form.
 - ❖ Complete and sign a Volunteer Waiver. This waiver explains liability when volunteering with our agency and provides us with emergency contact information. All paperwork will be kept at the site where you are volunteering in a secure file.
 - ❖ Before driving a state vehicle complete a form for a Driver's License check. Volunteers shall not operate a motorized state vehicle without a driver's license check and written approval by the DNR. Please see Requirements for Driving a State Vehicle.
- As a volunteer, you will represent the DNR while working on projects. You are not expected to be knowledgeable in all areas concerning the DNR. When working with the public in your volunteer position, all questions related to DNR policies and procedures are to be referred to DNR staff. Avoid expressing personal opinions, but don't be afraid to ask questions.
- Keep track of your hours. This is important for liability coverage, reporting to the legislature, and volunteer recognition. Turn in your hours to DNR staff.
- Be substance free when volunteering. The use of alcohol and tobacco is prohibited within the confines of all State operated/owned vehicles and facilities. Contact DNR staff for designated smoking areas. Do not use or be under the influence of illegal drugs or alcohol while volunteering.
- Represent yourself in a positive manner. Avoid inappropriate language that may have a negative effect on other volunteers, staff, or guests.
- Discuss any concerns or special needs with DNR staff for accommodations.
- Advise DNR staff if you are unable to volunteer at your scheduled time, or your timeframes for volunteering have changed.
- The DNR does not tolerate sexual harassment. If you experience sexual harassment or feel uncomfortable, contact DNR staff or the volunteer coordinator immediately.
- Feel safe and comfortable. If you don't feel safe performing a task or if you are uncomfortable with the task that you are assigned, ask for assistance or for a different opportunity. If you feel a task is too dangerous or strenuous, let DNR staff know immediately. Your safety is our first priority.
- Understand that failure to adhere to any part of this code may result in termination from volunteering with the DNR.
- Understand DNR staff has the right to refuse the assistance of any volunteer.

If you have any questions or concerns, please contact the Volunteer Services Office at 515-242-5074 or at DNR.Volunteer@dnr.iowa.gov