

## TEAM RIVER RUNNER VOLUNTEER/STAFF CONDUCT POLICY - 2016

CONDUCT: We have access to recovering patients in a way that most people do not; this access is both an opportunity and a responsibility. We are viewed as peers and as leaders and as such must set a good example both on and off the river. We are also representing TRR as an organization; everything we do has the potential to reflect positively or negatively on TRR.

Participants will come and go. If someone came and dangled a foot in the pool and left with a smile, you have succeeded with them. We are just here to give the participants an opportunity to build emotional and physical strength, not to rate ourselves on how fast “our guy” learned to roll.

1. TRR does not conduct, condone, or participate in any illegal activity. Any TRR volunteer/staff in violation of this rule will be asked to stop working with TRR immediately.
2. Always be clear about the physical and emotional condition of the paddler you are working with. Ask if there is anything their physical therapist does or does not want them to do (covers physical constraints). Ask them if they have TBI or PTSD, because we want to avoid any triggering situations (covers mental/emotional constraints).
3. It is a basic safety necessity to know what you're dealing with in terms of mental and physical health in your paddlers before you place them on the water. These questions must be asked. Paddlers with impulse control and aggression issues need to be monitored closely for everybody's well being. Paddlers with physical constraints need to be kept from paddling situations that will injure them.
4. TRR doesn't pay for alcohol, Ever. Personally providing alcohol to anyone under the age of 21 is illegal. See Rule 1
5. Vets may be taking medication that does not mix well with alcohol. Our activities must support their recovery, not put it at risk. Please keep personal events or social activities within acceptable boundaries.
6. Be aware of your language and comments. Off-color or suggestive jokes can be misinterpreted. Vets often have a dark sense of humor, especially those who have returned recently from combat zones, or who have sustained permanent injuries and limb loss. Feel free to smile and laugh along with them, but don't try to join in or 'one-up' them in their jokes. We are not part of their club, and we should not try to be.
7. Keep your politics to yourself. TRR is there to kayak, not to discuss the war or the motives behind it. Be supportive and sensitive to the fact that the vets have sustained injuries in service to our country, no matter what you think about the war itself.
8. Disabled vets know their bodies very well. They will tell you if they need help. Simply say: “Let me know what I can do for you,” and leave it at that.
9. Do not ask them how they were injured, or what brought them to this program. They will tell you if they want to. If they do, all you can say is, “Thank you for telling me that,” then leave it at that.

10. TRR strongly encourages friendships between volunteers/staff and vets. We do not encourage dating between volunteers/staff and vets, however we do not prohibit it. Please remember our participants are at a highly vulnerable point in their lives and our interactions with them will be influential. Forming close relationships puts both sides of that relationship at risk in unique ways. Be mindful and respectful of that potential.
11. Promote a safe and fun learning environment. Be aware that, while 'horseplay' between volunteers and vets who already know each other is fun to those involved, it can appear to be chaotic and upsetting to brand new vets (and others looking on) who are attending our program for the first time.
12. TRR DOES NOT GIVE OUT FULL NAMES or any other information about TRR participants without written permission of the participant, for security, privacy, and exploitation reasons.
13. Do not speak to the media on behalf of TRR without clearing it through your Chapter Coordinator
14. Do not ask for personal discounts from retailers because of your TRR affiliation
15. You may deduct personal vehicle mileage to and from TRR events as a charitable deduction. "The standard mileage rate for the use of a car, van, pickup or panel truck is 17 cents per mile when driven in service of charitable organizations." ([www.irs.gov](http://www.irs.gov))

I, \_\_\_\_\_, have read the Team River Runner Volunteer/Staff Guidelines (version 10-12), and agree to follow these guidelines while I work at any Team River Runner event or whenever I represent Team River Runner.

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(Signature)

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(Date)