



## German Shepherd Rescue of Northern California, Inc.

P.O. Box 1930  
Cupertino, CA 95015-1930  
Toll Free 800-SAVEGSD or 1-866-728-3473  
Website: <http://www.GSRNC.org>

### VOLUNTEER CODE OF CONDUCT

We, the members of German Shepherd Rescue of Northern California, in order to better conduct ourselves in ways that support our mission to rescue German Shepherds from life threatening situations at shelters and elsewhere, find these dogs loving homes, educate owners and prospective owners about care and training of this wonderful breed while working cooperatively with shelters to save dogs' lives and educate the public about the importance of spaying and neutering to reduce animal over-population, and consistently benefit our dogs, our organization, the adopting public, and the community at large, pledge ourselves to the following code:

**1. The integrity of the group being dependent on the individual integrity of each member.**

As far as possible, we will keep our commitments, and if we find ourselves unable to do so, we will promptly communicate that to all concerned.

**2. Recognizing that we are a group of individuals who vary emotionally and temperamentally.**

We will demonstrate our respect for the rights and feelings of other volunteers by protecting their privacy, by giving them the benefit of the doubt, and by exercising courtesy and restraint when communicating our displeasure with their actions.

**3. We will support through our actions and words the leadership, Bylaws, policies, and operational structure of our group and all applicable local jurisdictional, State and Federal regulations.**

When we want policies or the structure of GSRNC itself to change, or if we have concerns about the acts of other volunteers, we will respectfully communicate our thoughts to the Officers or to the Board or the Ethics Committee.

**4. Bearing in mind that each of us acts as an ambassador for the whole group, we will conduct ourselves in a professional and courteous manner.**

We will treat everyone we work with, adopters, potential adopters, veterinarians, trainers, shelter workers, and all others, with a high degree of respect and consideration even when they have opinions which differ from our own.

**5. In keeping with the mission of German Shepherd Rescue of Northern California, we will always strive to act in the best interests of our dogs.**

While recognizing that our dogs belong to the organization, not to any one of us, we will exercise the utmost care with all dogs entrusted to our keeping, treating them as we would treat our own dogs.

In addition to the preceding code of conduct guiding principles, the following personal conduct is strictly prohibited. **Any volunteer determined to have willfully engaged in any of the below activities may be subject to discipline ranging from a warning to cease the activity, to temporary suspension or permanent termination of the volunteer's membership.**

1. Handling of any GSRNC dogs in violation of the GSRNC Policies & Procedures.
2. Misuse or waste of GSRNC financial resources, regardless of whether for personal advantage or not.
3. Misuse or waste of GSRNC media and communication resources, regardless of whether for personal advantage or not.
4. Abusive personal communication, either verbal or written, to fellow GSRNC members or members of the public.
5. Engaging in conduct constituting a conflict of interest by using GSRNC resources or its name and/or reputation to benefit one's self, another organization, or to establish a new organization, to any type of kind of detriment to GSRNC.
6. Spreading malicious information regarding GSRNC or its members, unauthorized placement or transfer of GSRNC dogs, or threatening behavior towards GSRNC members or members of the public.
7. Any personal behavior or activity which disrupts or inhibits any GSRNC activity or event.

I have read and understood the GSRNC's Code of Conduct. By signing below, I acknowledge that I have received a copy of these rules, that I understand these rules, and that I agree to abide by the rules described above and understand that I may be subject to censure or discipline if I violate any of these rules.

Printed Name: \_\_\_\_\_ Signature \_\_\_\_\_

Date \_\_\_\_\_