



We ask all our volunteers to use these guidelines as a point of reference to help us foster a safe and inclusive volunteer experience for all. **Volunteers are the heart of our stewardship work.** We strive to be a model of community-based stewardship. Our volunteers are passionate, knowledgeable, talented, and hard-working. We support volunteers to accomplish meaningful, fun, empowering work that helps them feel connected to nature and the community of people who steward Mount Sutro.

Community Guidelines

Maintain Physical Safety at All Times

Perform only the tasks assigned.

Observe all safety requirements and use care in the performance of those tasks.

Only undertake tasks that feel at a comfortable level of ability for you.

Ask for clarity from staff if you are unsure how to perform a task or handle a tool.

Do not pick up or handle: sharp objects, glass, needles, toxics or any other potentially hazardous object.

Do not leave the designated area without checking in with the on-site staff supervisor

For any questions, please request assistance and report locations of unsafe objects/areas to the on-site staff supervisor.

Respect other Volunteers, Staff and the Public

At Sutro Stewards we strive to create a safe and welcoming space for all our volunteers. We ask that you be respectful and kind in words and actions towards fellow volunteers, staff and the greater public you interact with. This includes respecting others right to privacy, physical and emotional safety. We welcome a diverse array of volunteers from different backgrounds, abilities and identities and ask that you be thoughtful in the types of conversation topics approached while volunteering to ensure that everyone feels included and safe. If you are made to feel uncomfortable by another volunteer reach out to staff so that the issue can be appropriately addressed immediately.

Pay Attention to Instructions, Ask Questions and Stay Curious

Staff will provide instructions on tool safety, tasks for the day and the scope of where we'll be working. We encourage you to ask questions if you need clarity on instructions or if you're simply curious about the task at hand.

Injury/Incident Reporting

Report any injury, accident or incident that occurs while volunteering to the on-site staff supervisor immediately

Dismissal

The need to dismiss a volunteer is rare, but sometimes it is required for the safety and protection of other volunteers, staff and/or the public. Sutro Stewards reserves the right to dismiss any volunteer who does not comply with our Community Guidelines.