

VOLUNTEER CODE OF CONDUCT

This **Code of Conduct** ensures that our gardens are safe, welcoming, and respectful spaces for all volunteers, visitors, and community members. By volunteering, you agree to follow these guidelines.

1. Respect and kindness for people

- Treat all volunteers, gardeners, and visitors with courtesy, kindness, and respect
- Welcome people of all ages, abilities, races, cultures, genders, and backgrounds
- Listen actively; disagreements are natural, but no harassment, bullying, or discrimination will be tolerated

2. Respect for the garden space

- Leave tools, supplies, and common areas as you found them
- Use tools safely and return them to designated locations
- Please take home all rubbish, no bins on site
- No vandalism, theft, or intentional damage to plants or structures

3. Safety and responsible behaviour

- Follow all safety instructions provided by coordinators
- Wear appropriate clothing and footwear for outdoor work
- Report hazards, injuries, damaged tools, or unsafe conditions promptly
- No alcohol, illegal substances, or being under the influence while volunteering
- Children must be supervised by a responsible adult



4. Environmental stewardship

- Follow organic or sustainability guidelines established by the garden
- Respect wildlife and pollinators
- Do not introduce plants, chemicals, or materials without approval

5. Community Spirit

- Take breaks, enjoy the space and look after yourself
- Support others and celebrate what we achieved together
- Share ideas - these gardens grow best with everyone's input
- Always ask if you're unsure about anything - there are no silly questions

6. Privacy and boundaries

- Respect other gardeners' plots and personal belongings
- Do not take photos of people without permission
- Keep personal conflicts out of shared spaces

7. Accountability

- Violations of this **Code of Conduct** may result in:
 - verbal reminder
 - temporary suspension of volunteer privileges
 - removal from the garden in serious or repeated cases
- Coordinators have the authority to enforce rules for the safety of all

AGREEMENT

By participating as a volunteer, you agree to uphold this **Code of Conduct** and help foster a positive, inclusive, and sustainable community garden.

COMMUNITY | CONNECTION | CONTRIBUTION

Gorgie Community Farm Ltd is a charity registered in Scotland (SC053659)

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