



CODE OF ETHICS

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FAUNA RESCUE OF SOUTH AUSTRALIA INC.
CODE OF ETHICS

Fauna Rescue of South Australia Inc. operates a network of volunteer members that care for sick, injured and orphaned wildlife. Fauna Rescue also has an information service providing help to the community who find wildlife in need.

1. Definition

1.1 Volunteers are defined as people who undertake activities:

- a) of benefit to the community.
- b) of their own free will.
- c) without monetary reward (reimbursement for out-of-pocket expenses is not regarded as payment).

1.2 The following are not considered to be volunteers:

- a) those seeking formal work experience
- b) those required to perform community work.

1.3 Volunteering by people who are unemployed:

- a) Conditions apply for people in receipt of unemployment benefits when they undertake volunteer work.
- b) Volunteering is not an acceptable long term alternative for a person seeking paid employment, however it can be valuable as it provides opportunities to learn new skills, maintain existing skills, increase self-esteem, obtain current referees and to network.

2. Wildlife Rehabilitators

- a) A wildlife rehabilitator should strive to achieve high standards of animal care and husbandry through knowledge and an understanding of the field. Continuing efforts must be made to keep informed of current rehabilitation information, methods and regulations.
- b) The attitude of a wildlife rehabilitator should be responsible, conscientious, dedicated, and should continuously work toward improving the quality of care given to native fauna undergoing rehabilitation.
- c) A wildlife rehabilitator should establish safe work habits and conditions, abiding by current health and safety practices at all times.
- d) A wildlife rehabilitator should acknowledge limitations and enlist the assistance of a veterinarian or other trained professional when appropriate.
- e) A wildlife rehabilitator should respect other rehabilitators and persons in related fields, sharing skills and knowledge in the spirit of cooperation for the welfare of fauna.
- f) A wildlife rehabilitator should place optimum fauna care above personal gain and emotions.
- g) A wildlife rehabilitator should strive to provide professional and humane care in all phases of wildlife rehabilitation, respecting the wildness and maintaining the dignity of each animal in life and in death. Releasable animals should be maintained in a wild condition and released as soon as appropriate. Non-releasable animals which are inappropriate for community awareness programmes, foster-parenting or aren't able to live a good quality of life in captivity have a right to euthanasia.
- h) As a means of preventing further wildlife loss and abuse, a rehabilitator should encourage community support and involvement through volunteer training and community awareness programmes and promote a responsible concern for living beings and the welfare of the environment.
- i) A wildlife rehabilitator should work on the basis of sound ecological principles, incorporating appropriate conservation ethics and an attitude of stewardship.
- j) A wildlife rehabilitator should conduct all business and activities in a professional manner, with honesty, integrity, compassion and commitment, realising that an individual's conduct reflects on the entire field of wildlife rehabilitation.

3. Bullying

- 3.1 Due to the effect on the safety and health of volunteers and others, violence, aggression and bullying are unacceptable. Bullying is a term used to describe behaviour that undermines an individual's right to dignity and it is also used to describe similar inappropriate behaviour towards or from a Fauna Rescue volunteer. Bullying behaviour can be described as:

...the repeated less favourable treatment of a person by another or others within the organisation, which may be considered unreasonable and inappropriate practice. It includes behaviour that intimidates, offends, degrades, threatens or humiliates.

- 3.2 Members must be aware of their duty not to place the safety and health of others at risk by engaging in violence, aggression or bullying behaviour. Bullying behaviour will not be condoned by Fauna Rescue of South Australia Inc. and sanctions will apply to any member who is found to have bullied another member.

4. Sexual Harassment

- 4.1 Sexual harassment is any form of conduct of a sexual nature that is unwanted. Such conduct can be in the form of words or actions. Sexual harassment is not about sexual attraction: it is about inappropriate and unacceptable behaviour towards a member, or towards a member of the public.
- 4.2 Sexual harassment is a serious issue that undermines morale and can adversely affect the ability of members to achieve their full potential within the organisation. Such behaviour is unacceptable and all complaints will be dealt with fairly and promptly. Sanctions will apply to any member who is found to have sexually harassed another member.

5. Volunteer Recruitment

- 5.1 Fauna Rescue of South Australia Inc. will use the services of other volunteering associations when required.

5.2 Selection and recruitment

- a) Prospective volunteers will complete an application form, which will be designed to meet the needs of Fauna Rescue of South Australia Inc. activities. General information sessions or regular recruitment drives may be undertaken.
- b) Applicants will be asked for next of kin contact details. Volunteers who enter customers' homes must wear/show their membership badge supplied on joining the organisation. Applicants will be recruited in a fair, open and equitable manner.

6. While working within the organisation, volunteers have the following responsibilities:

- a) To provide contact details of next of kin and undergo police background checks as required.
- b) Volunteers must abide by all Fauna Rescue of SA Inc. policies.
- c) To be reliable in their commitment to the organisation and its clients.
- d) To work within Fauna Rescue of South Australia Inc guidelines and meet the standards of proper behaviour.
- e) To maintain confidentiality in respect of all personal information gained in the course of their volunteer work.
- f) To ensure that they understand directions given to them and seek clarification if uncertain.
- g) To provide feedback to their coordinators on their progress when caring for wildlife.
- h) To report problems as they arise.
- i) To undertake training/attend workshops as required.
- j) To attend meetings as required.
- k) To be appropriately identified when representing Fauna Rescue of South Australia Inc.
- l) To work as a team member and respect the functions of Committee and Co-Ordinators.
- m) Permission must be sought from Committee before arranging displays and promotional events
- n) Volunteers must follow Fauna Rescue's Social Media Policy in relation to all social media posts.

6. Volunteers have the right to:

- o) Be advised of Fauna Rescue standards, guidelines and expectations, policies and procedures.
- p) Receive sufficient training to enable them to carry out their tasks.
- q) Receive guidance, supervision, support, feedback, counselling and debriefing on wildlife issues from their coordinator.
- r) Speak to and be heard by a person in authority if they have queries or complaints and have access to grievance and disciplinary procedures governed by laws of natural justice.
- s) Be informed about communication lines within the organisation.
- t) Work in a suitable, welcoming and pleasant environment.

7. Fauna Rescue has these responsibilities:

- a) All members involved in managing volunteers will be given appropriate Committee support and recognition and allowed sufficient time to enable them to adequately carry out their responsibilities.
- b) Fauna Rescue will make funding provisions for the recruitment, orientation, training and supervision of volunteers.
- c) Fauna Rescue Committee and members must abide by the organisation's values: the standards expected of all volunteers, members, etc.

8. Displays, Fundraising and Community Awareness Events

- a) Fauna Rescue displays, fundraising and community awareness programmes must be carried out following the appropriate policies and guidelines and should be organised mainly to:
 - * promote the availability of Fauna Rescue to help distressed fauna.
 - * for community awareness of native wildlife and to promote the need to care for wildlife habitat.
 - * to advertise the need for financial support of Fauna Rescue to enable the continued care of fauna.
 - * to encourage the community to help fauna by becoming Fauna Rescue carers and supporters.
 - * to create an interest about native wildlife in young people, as carers of the future.
- b) All events organised that involve the attendance of fauna in the care of Fauna Rescue must be carried out by adhering to the Code of Practice for the Temporary Display of Native Fauna.
- c) Some activities/events are not considered suitable for the display of fauna, such as birthday/ children's parties, weddings, large sporting events/social media events or any event where it would be difficult to follow our Code of Practice for the Temporary Display of Native Fauna . Fauna will not be involved in displays where entertainment of the public takes priority over the care and wellbeing of the fauna.
The Committee will make the decision as to the suitability and acceptability of any event or undertaking.
- d) Fundraising must be undertaken following Fauna Rescue Policies and Codes. Fundraising for or donations to Fauna Rescue by groups where there is a conflict of interest with our beliefs, or where a condition set for the receipt of the donation is not in the best interests of the wildlife or Fauna Rescue will not be accepted.
- e) When there is a shortage of speakers/presenters/organisers of talks and displays we will not be accepting invitations to attend Nursing Homes, Kindys, Preschools or School Fairs etc. unless there are special reasons.

9. Fauna Rescue of South Australia Inc. rights:

- a) To identify the number of volunteers that are required.
- b) To change or terminate a volunteer's membership.
- c) To refuse an application for membership.