



LALDR Code of Conduct

Updated: August 17, 2020

Loved at Last Dog Rescue is committed to maintaining a respectful and enjoyable volunteer environment; one where everyone feels encouraged and supported.

We strive to be professional, inclusive, respectful, encouraging and kind.

- **Be professional.** We recognize that we are representatives of a public entity and that our behavior can affect the image and reputation of our organization and the people working within it.
- **Be inclusive.** We welcome and support people of all backgrounds and identities. We do not discriminate based on race, age, sexual orientation, culture, social and/or economic class, religion, mental and/or physical ability, etc. We find strength in our differences and realize that the open sharing of different opinions or perspectives can be valuable for solving problems and generating new ideas.
- **Be considerate.** We all depend on each other to rescue as many animals as possible and to run LALDR in a successful manner. Our decisions and actions will affect our adopters and fellow volunteers; all potential consequences should be taken into account before making decisions.
- **Be respectful.** We acknowledge that we won't all agree all the time, but disagreement is no excuse for disrespectful behavior. We will all experience frustration from time to time, but we will not allow frustration to become personal attacks. Being unable to understand why someone holds a viewpoint doesn't mean that they're wrong. We all make mistakes and blaming each other doesn't get us anywhere. Do not insult or put down others. Unacceptable behaviours include:
 - Profanity and/or accusatory statements.
 - Personal insults, whether racist, ageist, sexist, or otherwise.
 - Threats of violence.
 - Discriminatory and/or demeaning jokes and/or language.
 - Sharing sexually explicit or violent material; unwelcome sexual attention.
 - Advocating for, or encouraging, any of the above behavior(s).
- **Be constructive and receptive.** When we disagree, try to understand why. If you cannot understand, then simply "agree to disagree" and then let it go. Differences of opinion and disagreements are mostly unavoidable. What is important is that we resolve disagreements and differing views constructively. LALDR's goal is to encourage respectful communication and conflict resolution.
- **Be encouraging.** We strive to build each other up; encourage each other, focus on each other's strengths and accept each other's weaknesses. We focus on resolving issues and learning from our mistakes.
- **Be kind.** We pledge to make every effort to be kind to each other by:
 - Being courteous, patient, empathetic, and open to ideas that may differ from our own.
 - Helping, uplifting, accepting, and honouring others.
 - Promoting cooperation. Acknowledging and encouraging others in a positive way.
 - Listening to others and respecting what they have to say.