



Code_of_Conduct_Policy

Policy Type	Human Resources
Status	Signed
Approval Date	@July 30, 2025

Purpose Statement

This document establishes official policy for Healing Roots Outreach Collective to ensure compliance, governance, and operational excellence.

Code of Conduct Policy (Version 1.0)

Adopted: July 30, 2025

Next Review: July 2026

Key Information

This policy outlines the ethical standards and behavioral expectations for all individuals representing Healing Roots Outreach Collective—including board members, staff, volunteers, peer workers, advisors, and contracted collaborators—in support of our mission to deliver Indigenous-informed, peer-led harm reduction services.

Overview & Purpose

Healing Roots Outreach Collective (HROC) operates in high-need environments—encampments, outreach zones, and community gatherings—centered on dignity, autonomy, and cultural respect. This Code of Conduct ensures that everyone engaged with HROC:

- Models respect, integrity, and transparency;
- Upholds equity and harassment-free service;
- Embodies peer-led harm reduction with clear boundaries and accountability;
- Protects confidentiality and safety for all served and serving.

Compliance also aligns with nonprofit governance best practices, bolstering program integrity and funder trust.

Scope

Applies to all persons participating in any official capacity with HROC, whether full-time, part-time, paid, unpaid, or visiting.

Core Values

This Code reflects and reinforces the following core values of HROC:

- Harm Reduction & Autonomy: Enable safer choices without judgment.
- Cultural Safety: Honor Indigenous wisdom, ceremony, and sovereignty.
- Equity & Justice: Challenge stigma and systemic harm.
- Integrity: Act honestly and ethically at all times.
- Transparency: Make decisions openly and accountably.
- Collaboration: Center peer leadership and communal wisdom.

Standards of Conduct

▼ 1. Respectful Communication

- Speak and listen with dignity and empathy.
- Do not use biased, derogatory, or non-inclusive language.

- Honor the lived experiences of all individuals served or associated.

▼ 2. Professional & Ethical Behavior

- Refrain from harassment, discrimination, or abusive conduct.
- Avoid personal or familial conflicts of interest; disclose related-party relationships. (See HROC Conflict of Interest Policy.)
- Conduct services consistent with harm reduction standards, including safe needle exchange and naloxone administration.

▼ 3. Confidentiality & Data Protection

- Share or document only first names or pseudonyms unless written consent is provided.
- Keep private personal data secure and disclosed only when necessary for service or

Compliance Requirement

compliance with system-wide policies.

▼ 4. Substance Use

- The HROC Code does not prohibit personal drug use, but using during official duty or while driving the mobile vehicle is not allowed.
- If substance use affects performance, report to leadership; support will be offered where possible.

▼ 5. Health & Safety

- Observe infection control protocols (e.g. gloves, mask, safe disposal of needles).
- Report any unsafe conditions, vehicle issues, or injury incidents immediately to a manager.

Reporting Violations

If you witness or experience conduct contrary to this Code, you may report it through any of the following channels:

- Directly to any board member: Lilly Fedas or Brianna Bear.
- Via anonymous Google form—accessible from the HROC website or internal portal.
- Through an independent third-party hotline (contact info posted publicly).

Reports will be reviewed within 72 hours by the Chair and Secretary. If the report involves either role, another board member will oversee process.

▼ Non-Retaliation

HROC prohibits retaliation against anyone reporting in good faith. Anyone found retaliating may face disciplinary action up to separation from the organization.

Investigation & Consequences

Step	Procedure
Acknowledgment	Submitter will receive confirmation of receipt within 3 business days.
Investigation	Chair delegates task to Governance Committee members not involved in allegation.
Interim Measures	If safety risk exists, person may be temporarily suspended.
Determination	Governance Committee issues written findings within 30 days.
Correction	Possible actions: mediation, additional training, written warning, probation, volunteer discharge, or termination.

Training & Acknowledgement

- All new members must attend an orientation covering this Code and related policies (e.g. Conflict of Interest, Whistleblower, Financial Controls).
- Each individual signs an annual statement of agreement; failure to abide by the Code may lead to removal.

Review & Updates

- The Governance Committee reviews this Code annually, with revisions approved at the July board meeting.
- In urgent circumstances, the board may convene earlier to amend policy (e.g. in

Compliance Requirement

response to legal updates or safety incidents).

Document Control

Policy Title: Healing Roots Outreach Collective – Code of Conduct

Version: 1.0

Adoption Date: July 30, 2025

Last Reviewed: —

Next Review: July 2026

Signatures

We, the undersigned, acknowledge that we have reviewed, understood, and agreed to abide by this Code of Conduct.

Jonathan Mallinger

Lilly Fedas

Bruno Lew

Jonathan Mallinger, Chair & Secretary

July 30, 2025

Lilly Fedas, Treasurer	July 30, 2025
Brianna Bear, Board Member (Cultural Advisor)	July 30, 2025

Why This Policy Matters

A formal Code of Conduct demonstrates HROC's commitment to ethical outreach leadership, reinforces public trust, aligns with 501(c)(3) governance expectations, and supports safe, compassionate care. It also satisfies guidelines presented by the Council of Nonprofits and BoardSource for values-driven program delivery.

Organization Information

Healing Roots Outreach Collective

- **UBI Number:** 605 944 010
- **Mission:** Peer-led, Indigenous-informed mobile harm reduction services
- **Document Processed:** July 30, 2025

 This document has been formatted for professional presentation and organizational compliance.