



Wildlife Rehabilitation Society of Saskatchewan

Volunteer Agreement

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## Wildlife Educators Code of Ethics

- A wildlife educator should strive to achieve high standards of animal care and programming through knowledge and training.
- A wildlife educator should acknowledge limitations and enlist the assistance of a veterinarian and other trained professionals when appropriate.
- A wildlife educator should respect other educators and persons in related fields, sharing skills and knowledge in the spirit of cooperation for the welfare of the animals.
- The physical and mental well being of each animal should be a primary consideration in management and presentation.
- A wildlife educator should strive to provide professional and humane care for the animals in their care, respecting the wildness and maintaining the dignity of each animal in life and in death.
- Non-releasable animals deemed inappropriate for education have a right to euthanasia.
- A wildlife educator must abide by local, state, provincial, and federal laws concerning wildlife and associated activities. Animals must be acquired legally with proper documentation. Animals transferred must go to legal and reputable facilities or individuals.
- A wildlife educator should establish safe work habits and conditions, abiding by current health and safety practices at all times.
- A wildlife educator should encourage community support and involvement through public education. The common goal should be to promote a responsible concern for living beings and the welfare of the environment.
- A wildlife educator should work on the basis of sound ecological principles, incorporating appropriate conservation ethics and an attitude of stewardship.
- A wildlife educator should conduct all business, activities, and communications in a professional manner, with honesty, integrity, compassion, and commitment, realizing that an individual's conduct reflects on the entire field of wildlife and environmental education.

From Wildlife in Education: A Guide for the Care and Use of Program Animals, 1st Edition  
© National Wildlife Rehabilitators Association, 2004  
[https://www.nrawildlife.org/page/Educators\\_Code](https://www.nrawildlife.org/page/Educators_Code)

## 1. Volunteer Commitment

- **Wildlife Hotline Operator and Educator:** A commitment of a minimum 6 months and 4 hours per month (1 shift) is required to volunteer with the hotline.
- **City Rescue Responder:** A commitment of a minimum 6 months and 1 rescue attempt per month is required to volunteer with rescues in Regina or Saskatoon.
- **Rural Rescue Responder:** A commitment of a minimum 6 months is required to volunteer with rescues in rural areas.
- **Events Ambassador:** A commitment of a minimum participation in 1 event per year is required to volunteer with our events team.
- The animals, the public, and other volunteers need you to be reliable and committed to help. If you are unable to honour your commitment to the WRSOS, you may be removed from our active volunteer list without notice.

## 2. Health and Safety

- Volunteer health and safety is extremely important to the WRSOS. If you have any questions about proper safety measures or equipment, please contact the Volunteer Coordinator.
- It is your responsibility to ensure that you are comfortable, safe and adequately prepared while performing any activity on behalf of the WRSOS. Particularly as a rescue volunteer, risks to your health and safety can be minimized with proper precautions, personal protective equipment, and good hygiene.
- We recommend that you notify your family doctor that you are working with wildlife. If you feel ill or notice any unusual symptoms, please notify your doctor immediately. If you are or could be pregnant, we recommend that you check with your family doctor before volunteering with wildlife rescues or handling any wild animals.
- Please notify the Volunteer Coordinator of any health concerns or conditions that may affect your ability to perform your volunteer duties.
- To work with wildlife, as a rescue volunteer, you must have an up-to-date Tetanus vaccine (within the last 10 years). To work with rabies vector species (raccoons, bats, foxes, skunks), you must have an up-to-date pre-exposure Rabies vaccine (or rabies titre within last 3 years).
- Volunteers must wear personal protective equipment when handling animals or if contact with wildlife excrement is possible. Safety equipment is also required when handling animals that could potentially injure you. Refer to the Volunteer Manual for details.
- Volunteers should not go anywhere that seems dangerous. If the situation seems unsafe, call the hotline volunteer or Hotline Coordinator to reassess the plan.
- If you are not adequately prepared for a rescue (don't have gloves, etc.), please do not proceed. Stop and ask for help from another volunteer, get the required equipment, or terminate the rescue attempt for now. Going in unprepared will risk harming yourself, the wildlife, and any public bystanders.
- If the call requires you to go inside someone's house, be sure you feel comfortable. Contact the caller and see if they will meet you outside. If the animal is inside their house, requires capture

and the resident cannot do it themselves, then please use your judgement before going inside, especially if you are alone. It's better to be cautious.

### 3. Canceling a shift

- If you are unable to make it to your scheduled shift, please contact the Hotline Coordinator by phone or email as soon as possible, so that we have adequate time to find another volunteer to help cover your shift.

### 4. Representation

- In general, when you are on a rescue, at an event, or representing WRSOS in any way, it is recommended that you wear your WRSOS gear. This is most relevant for rescues; with your WRSOS volunteer gear, the public will understand why you are handling wildlife.
- It is important that our volunteers are aware of how their behaviour may be perceived. We are often passionate about wildlife; however, we need to remain respectful and courteous. This is important both within the WRSOS (between volunteers, on our private Facebook groups) or with those outside of WRSOS (commenting on social media, communicating with the public).

### 5. Rescue Guidelines

- While out on a rescue, we ask that volunteers wear simple clothing that does not have bright colours (especially not red), patterns or images on them. WRSOS volunteer gear is best. We also ask that you do not have any strong scents on you (perfume, lotions, spray). This is in place to reduce the amount of stress placed upon the animal, as it is already an extremely stressful situation and will help keep you safe and the animal calm.
- During a rescue, it is also recommended that you do avoid wearing jewelry and tying long hair back to avoid anything getting pulled or ripped while rescuing an animal.

### 6. Photos

- While out on rescues or transporting an animal, extreme care is required if photos or video are taken. Taking pictures stresses wildlife and could put you at risk.
- Some animals can react to camera flashes, the time exposed while being photographed or even the sound of the camera or phone; this could make the situation even more stressful for the animal and should be avoided.
- If you are going to take a photo, please have someone else take it while you are engaged in the rescue. Do not pose with the animal or expose the animal (open box, peak in) to take a picture. Using a GoPro camera is a great way to capture a rescue without applying extra stress to the animal.

## 7. Social Media

### General Guidelines

- It is important to carefully consider the images we portray to the public. If we post pictures that do not depict wildlife rescue and rehabilitation to it's highest standard, we diminish the legitimacy of our work and undermine wildlife care standards. As stewards for wildlife, it is our responsibility to represent wildlife conservation with the highest of standards, so that people do not unintentionally harm wildlife due to a misunderstanding or misrepresentation of our work.
- Only the Social Media team can post images of animals claiming affiliation with and representation of the WRSOS (tagging WRSOS social media accounts, using WRSOS hashtags, linking the WRSOS website).
- Our social media team loves receiving volunteer content and crediting volunteer stories online. If you have a fantastic picture or video, please send it to our Marketing Manager, who will then approve it and distribute it widely online.

### Sharing Photos

- Posting images to our private Social WRSOS Facebook page is welcomed and preferred. Only the best images showing impeccable quality and perfect technique should be shared outside of our private Facebook groups.
- Appropriate photos may be shared on private social media accounts, including images from rescues and releases. Photos posted must be appropriate according to the Minimum Standards for Wildlife Rehabilitation (*US National Wildlife Rehabilitation Association*, and *The International Wildlife Rehabilitation Council*).
- Photos must never show:
  - People inappropriately handling or caring for animals – no snuggling, no kissing, no direct face contact.
  - Wildlife in common living spaces, openly sharing space with household pets, or being treated as a pet.
  - A volunteer handling an animal with inappropriate personal protective equipment (inadequate or missing safety gear - no gloves or no safety glasses).
- Ensure that the caption to an image is appropriately explaining what is observed and ensure that it is described in a way that is consistent with WRSOS standards.
- If you are unsure if an image is appropriate, please contact a member of the Social Media team or the Management Committee.

## 8. Media

- Only people on the Board of Directors and Management Committee are permitted to speak with the media on behalf of the WRSOS. This is in place to ensure that we are communicating consistent and accurate information to the public. If someone from the media contacts you or asks you questions, please refer them to the President.

## 9. Resignation

- We understand that things change, and you may be unable to commit to volunteering any longer. If this is the case, please contact our Volunteer Coordinator and notify them of your resignation.
- If you have any commentary or feedback about your volunteer experience, we always welcome suggestions to make improvements for other volunteers.

## 10. Dismissal

- Animal welfare and volunteer safety is of utmost important to the WRSOS. Any actions that intentionally jeopardize the safety of an animal, another volunteer or members of the public will be investigated, and dismissal may be resultant.
- Other major offenses that may result in dismissal include abusive or rude behaviour towards other volunteers or the public, and any action that detracts from our organizational objectives.

## 11. No Show & Absenteeism

- It is very important that you reliably attend to your commitments. After 2 occurrences of not showing up for your scheduled shift (no show), the volunteer may face dismissal.
- Specifically, this means that;
  - Hotline volunteers are on time and actively working the hotline for the entire duration of a hotline shift.
  - Rescue volunteers are actively available for rescues in their geographic area during a rescue shift.
  - Event volunteers are on time and present for the entire duration of a shift at an event.
- If you notify our Hotline Coordinator or Event Coordinator (whichever appropriate) with reasonable notice, this absence will not be considered a no show.

## 12. Lateness

- If our coordinators notice that a volunteer is repeatedly late for shifts or other commitments, dismissal may be resultant.

## 13. Drug & Alcohol Policy

- It is a violation of WRSOS's drug and alcohol policy to be under the influence of alcohol or drugs while performing any activity on behalf of the WRSOS. This includes volunteering on the hotline, participating in rescues, or at events.
- Volunteers must be free from any alcoholic or drug substance that may impair their performance or risk the health and safety of other volunteers, wildlife, or members of the public.
- Volunteers who are struggling with drug or alcohol abuse or dependency are encouraged to seek help and may contact a member of the Management Committee or Board of Directors, for confidential assistance.
- All communication relating to this drug and alcohol policy is strictly confidential.

## Volunteer Attestation

I, \_\_\_\_\_, am a volunteer with the Wildlife Rehabilitation Society of Saskatchewan, and I have read sections 1 to 13 of this document and agree to comply with the policies and guidelines specified in this Volunteer Agreement (2018).

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date



## Volunteer Waiver Form

I, \_\_\_\_\_, an active member of the Wildlife Rehabilitation Society of Saskatchewan, hereby declare that I have been informed of the potential risks and hazards of coming into contact with wild birds and mammals.

I, \_\_\_\_\_, have had my pre-exposure rabies vaccine or have had a rabies titre within the last THREE (3) years to ensure that my body will give an adequate response if potentially bitten or scratched by an animal. (If you do not have your vaccination please put N/A on the line.)

I, \_\_\_\_\_, have had my tetanus vaccine within the last TEN (10) years to ensure that my body will give an adequate response if potentially bitten or scratched by an animal. (If you do not have your vaccination please put N/A on the line.)

I understand and hereby agree that I will not hold any of the non-profit WRSOS board members responsible for any liability, loss, damage or expense caused as a result of my taking part in helping pick up, rescue, medicate or rehabilitate wild animals.

When transporting an animal, I understand not to cause undue stress by smoking, using excessive heat/air conditioning, talking or playing music loudly, and to limit interaction to an absolute minimum.

I have read and understand this agreement and I am aware that by signing this form I am waiving all legal rights which I or my administrators may have against the WRSOS.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

Volunteers under 18 years of age must have a parent or legal guardian sign this document.

\_\_\_\_\_  
Parent or Legal Guardian: PRINT

\_\_\_\_\_  
Parent or Legal Guardian: SIGN

\_\_\_\_\_  
Date

## Management Committee

**Chair:** Dennis Tarr

**Volunteer Coordinator:** Scott Pilon

**Training Manager:** Mackenzie Durocher

**Volunteer Manager:** Rhiaian Clarke

**Marketing Manager:** Erin Pippin

**Event Coordinator:** Sheri Hodgson

**Regina Events Coordinator:** Justine Kerr

**Membership Coordinator:** Bonnie Dell

**Newsletter Coordinator:** Kelsey Morrison

**Technology Manager:** Ryan Desnoyers

## Board of Directors

**President:** Christina Desnoyers

**Vice President:** Jan Shadick

**Secretary:** Maxine Reddekopp

**Treasurer:** Erica Fu

**Director:** Bonnie Dell

**Director:** Rhiaian Clarke

**Director:** Mark Wayland

**Director:** Jamille McLeod

**Director:** Jim Krentz

**Director:** Lisa Thomson

\*Please refer to the Volunteer Portal for contact information for those on our leadership teams.