

Volunteer Accountability Policy

Oregon Food Bank is committed to creating a community that does not tolerate discrimination, harassment, or any form of disrespectful behavior among staff members, volunteers, or clients based on age, race, national origin, disability, veteran status, ancestry, familial or marital status, sexual orientation including gender identity, citizenship, sex, military status, ethnicity, color, creed, political or religious affiliation, and/or unfavorable discharge from the military or any other status protected under local, state, or federal law.

We welcome and embrace the diversity of our beloved community and we expect that individuals refrain from any figures of speech, jokes, slurs, or any disrespectful language or actions that are discriminative and/or harassing. In addition, we do not assume anyone's sexual orientation and gender. If you are unsure of someone's gender pronouns please either use their name, gender-neutral pronouns/language (say "person" or people" and "they" when referring to someone/use "folx", "everyone", or "y'all" instead of "ladies and gents" or "guys") or ask if they are comfortable sharing their pronouns. If you are unfamiliar with pronouns, please refer to the resources provided below.

We expect to all make mistakes on our learning journey to create a community where all, particularly those with identities that have historically and systemically been marginalized, are honored and we appreciate the opportunities to learn and continuously know better in order to do better.

All members of our community (staff, volunteers, donors, or clients) will be expected to follow this policy as well as the instructions, either verbally or in writing, from a staff member or volunteer leader.

In response to actions that are misaligned with our commitment, Oregon Food Bank staff or volunteer leaders will,

- Actively interrupt moments of harm. Notify the person and other impacted individuals as applicable of actions that were not consistent with our community expectations. As applicable, staff or volunteer leaders will inform, provide additional education, and support repairing relationships. Determine if additional staff support is needed in the moment, and request that support if needed. Determine if a break for the rest of the shift or day is needed and request that space be taken if needed.
- Document. In all instances, make a note in the Volunteer Database including what happened, and what actions were taken. Email that information to the Volunteer Services Manager.

In a situation where consensus among the Volunteer Coordinator and Organizer or Volunteer Leader and Volunteer Services Manager is that the actions that are misaligned with our commitment are deliberate, egregious, or repetitive; the Volunteer Services Manager may determine that a volunteer relationship needs to be terminated. In this case, the volunteer will be notified either verbally or in writing, and this decision will be documented in the Oregon Food Bank Volunteer Database.

Anyone who feels that they are a victim of discrimination or harassment should bring the matter to the Volunteer Services Manager immediately. All reports will be taken seriously and investigated promptly. No individual will be retaliated against for the report of behavior contrary to this policy.

Thank you,

Oregon Food Bank Volunteer Team