



SSNAP and PAS VOLUNTEER CODE OF CONDUCT

The Salt Spring National Art Prize (SSNAP) Society enjoys an excellent reputation for organizing and presenting two exceptional exhibitions of juried artwork – the SSNAP Finalists exhibition and the Parallel Art Show (PAS). Our success has been largely due to the extraordinary commitment of our volunteer community. To ensure that all volunteers, staff, visitors and participants have a positive, safe and valuable experience that safeguards the growth and reputation of the Society, we accordingly request all volunteers to comply with the Code of Conduct described below.

RESPECTFUL CONDUCT

Volunteers will behave with respect and communicate respectfully with all participants, staff, visitors and volunteers with whom they interact while conducting Society business. Harassment, discrimination or other behaviours that compromise the dignity and self-worth of others cannot be tolerated, and will be addressed promptly, in confidence, and in accordance with standards of due process developed by the Society. The Society expects all staff and volunteers to abide by the B.C. Human Rights Code.

CONFLICT OF INTEREST

Volunteers will avoid all situations in which their personal interests conflict or might conflict with their duties to the Society (for example, a volunteer who is also an artist exhibiting in the show must not be present during adjudication award decisions). Volunteers shall, at the first opportunity, disclose any conflict of interest.

CONFIDENTIALITY

At all times, the privacy, confidentiality and dignity of all participants, volunteers, visitors and staff will be respected.

PRIVILEGED INFORMATION

Volunteers will not use for their purposes, including financial gain, or disclose for the use of others, information obtained as a result of their role with the Society (for example, lists of artists, donors or sponsors). This applies both during and after the period in which the individual is a Society volunteer.

APPLICATION AND COMPLIANCE

This Code of Conduct applies to everyone who participates in a paid or unpaid role within the Society, or volunteers in any activity sponsored by the Society, regardless of the size, scope, or nature of that role or activity.

These are minimum standards and by no means cover every contingency. However, material failure to comply with these standards will be sufficient grounds for disciplinary action up to and including removal of the individual from their volunteer position. Any volunteer who is uncertain of the application of this Code of Conduct should contact the SSNAP Operations Manager or The Chair of the Board of Directors for clarification or further information.