



## Member Code of Ethics

Approval Date: August 9, 2018

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In everything we do at The Mountaineers we are consistent with our [mission](#) and [core values](#). As a volunteer-driven, member organization we strive to provide opportunities for all to enjoy outdoor experiences in a diverse and inclusive community that inspires teamwork, mutual support, and respect. Our volunteer leaders, staff, and general membership continue our legacy of providing outdoor education and adventures with positive interactions, integrity, and opportunities for personal growth.

The Mountaineers is a community of passionate outdoor enthusiasts who welcome all people to share their deep connections to the outdoors. In order to ensure this is the case, The Mountaineers has developed the following Member Code of Ethics to define expectations for members and leaders in support of our goals as a welcoming, inclusive and respectful community.

### I. Integrity

Members will demonstrate honesty, integrity and openness in all their dealings with others in the organization. The organization promotes an environment that values respect, fairness and integrity.

### II. Alignment with Mission and Core Values

Members participating in, or offering activities through The Mountaineers, should act in a manner consistent with our mission and our values to promote a diverse and inclusive community.

### III. Expectations

**The Mountaineers is a member based organization. When engaged in Mountaineers activities or visiting Mountaineers facilities, it is expected that Members:**

- Act ethically and respectfully to contribute to a safe and engaging learning environment;
- Engage with all other members with integrity and honesty;
- Follow Mountaineers policies, including behavioral policies and procedures, such as the Member Code of Ethics and Problem Behavior policies;
- Treat people with dignity, respect and compassion to foster a trusting environment free of harassment, intimidation, and unlawful discrimination;
- Will raise any safety concerns as they arise to ensure a safe environment for all;
- Not harass, bully, threaten or discriminate against any member through any means.

**The Mountaineers is a heavily volunteer-driven organization and most leaders are volunteers. It is expected that leaders, in any capacity:**

- Have the necessary skills and experience to competently manage the risks associated with activities they lead and/or instruct for both themselves and others;
- Act for the benefit of The Mountaineers and furthering the mission and goals of the

- organization;
- If relevant, share any conflicts of interests, real or apparent, that may compromise objectivity when representing The Mountaineers during any activities like volunteer selections or investigations;
- Promote relationships based on mutual respect, fairness and openness;
- Not use a position of authority within the organization for inappropriate coercion of another individual;
- Ensure fair and inclusive hiring, promotions, or appointments for all positions, including of volunteers;
- Complete incident reporting accurately, honestly, and promptly;
- Enhance course & activity capacity while supporting programs.

#### **IV. Learning Organization**

The Mountaineers is committed to excelling as a learning organization and fostering continuous improvement. For example, by reporting and tracking accidents, injuries, and near-miss incidents the organization strives to learn and improve member experience and risk-management skills as they explore the great outdoors. The Mountaineers is responsive to changes in use of technologies and best practices associated with the programs we teach & lead, in order to meet the needs of volunteer leaders, instructors, and members.

#### **V. Inclusiveness and Diversity**

The Mountaineers promotes inclusiveness within staff, board, volunteers, and members. As an organization we value diversity and appreciate the additional value it offers to our activities and programs.