



# **LAOKO Code of Conduct & Agreement**

As a member of Snowy Mountains Wildlife Rescue (LAOKO) you shall:

1. Be a current financial member.
2. Sign and date in agreement to abide by this code of practice whilst representing LAOKO.
3. Not bring LAOKO into disrepute or defame the organisation.
4. Abide by and comply with LAOKO Constitution, Policies, Procedures, Protocols and Code of Conduct.
5. Ensure that your behavior and actions are courteous and respectful to uphold the reputation of LAOKO when dealing with the public.
6. Be respectful to other members of LAOKO, without harassment or prejudice and with proper regard for their rights and obligations as a volunteer. This includes being mindful of contacting members after business hours..
7. Ensure you give due consideration to the safety of yourself and others whilst on volunteer activities for LAOKO.
8. Not gain, or attempt to gain, any individual benefit or advantage to the detriment of LAOKO.
9. Not speak on behalf of the organisation in a representative capacity unless authorised by the Media Coordinator and/or Executive

## **Specifically for Carers and Rescuers:**

Act in accordance with current LAOKO Carers agreement and relevant Codes of Practice for the rehabilitation of wildlife. This includes but is not limited to:

- Informing the LAOKO phone operator of the rescue results and/or the in-field treatment, eg. mange treatment.
- Informing the relevant species coordinator as soon as an animal comes into care – via phone, message or email.
- Triage all rescued, sick, injured or orphaned wildlife to the Cooma Caravan Park unless other arrangements have been made in consultation with the Species Coordinator and/or Overall Species Coordinator.
- Complying with directions from species coordinators with regard to wildlife rescue, treatment and/or care and placement.
- Providing weekly feeding and weight details to the species coordinator or overall species coordinator of wildlife in care.
- Allowing access to overall species coordinator, species coordinator and/or HSEQ Coordinator to assess aviaries and enclosures on carer premises.
- Not interfere with/damage/remove without consent any wildlife husbandry property/infrastructure on a carer's property.



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Returning all:

- Physical assets loaned by LAOKO in serviceable condition upon exiting the organisation or no longer needed.
- Any intellectual property of LAOKO upon exiting the organisation or no longer in use.

It is essential to respect the wildlife in your care by ensuring they get optimal attention and treatment, including euthanasia, so the best possible welfare outcomes. This may include relinquishing an animal to another carer if that animal's rehabilitation can be improved with a buddy of the same species.

Only members who have completed LAOKO Induction and have current species and/or rescue/ euthanasia training are able to rescue/euthanise /care for wildlife, as applicable. Euthanasers, rescuers and carers are expected to complete ongoing advanced training, at least once every 2 years, relevant to the species they have in care.

Understand that not complying with LAOKO Constitution, policies, procedures, protocols and instructions may result in membership being suspended or cancelled.

## VOLUNTEER AGREEMENT

By signing this form, I acknowledge that:

- I have read and understood the Code of Conduct.
- I agree to abide by this Code of Conduct, and any updates provided to me in the future.
- Any breach of this Code of Conduct, or other LAOKO policy, procedures or instructions will be dealt with through the conflict management process and that any serious breach may result in the suspension or termination of membership.
- I have not been convicted of any animal cruelty offences in or outside of Australia. I agree to notify LAOKO Executive if I am charged with any animal cruelty offence.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Please send the completed form by email to: [smwrhseqcoordinator@gmail.com](mailto:smwrhseqcoordinator@gmail.com)