SHE RECOVERS® Foundation Volunteer Agreement

Your Impact

As a SHE RECOVERS® Foundation Volunteer, you are an integral part of helping the SHE RECOVERS Foundation fulfills its mission to redefine recovery, inspire hope, end stigma, and empower women—and non-binary individuals who identify with women's communities—to increase their recovery capital, heal themselves, and help others do the same.

Service to the SHE RECOVERS community strengthens our connection to ourselves and the world. It is the heart of "we must be supported to find & follow individualized pathways and patchworks of recovery," as stated in our Intentions & Guiding Principles. SHE RECOVERS is a co-creation, and we look forward to being of service with you. We are stronger together!

Code of Conduct Overview

Volunteers are representatives of the SHE RECOVERS Foundation, so ethical conduct is imperative. Our volunteer code of conduct fosters compassionate service delivery through

integrity, personal conduct, inclusion, ethical responsibility, personal safety, collaboration, liability, and compliance guidelines.

SHE RECOVERS volunteers commit to co-creating a welcoming and supportive environment by serving our community ethically, responsibly, respectfully, and with compassion.

Disclaimer

Volunteers acknowledge that the platforms, groups, events, and materials created by SHE RECOVERS are not replacements for treatment, therapy, or medical care and do not cure or treat any mental health issues or medical conditions. All volunteers must be 18 years of age or older.

The role of a SHE RECOVERS volunteer is 100% voluntary. All volunteers understand that their activities are at their discretion and risk. If the role or the volunteer's ability to serve changes at any time, volunteers are encouraged to contact the Volunteer Coordinator to discuss pausing or stepping down from their role. Volunteers ending their tenure of service are provided with an opportunity to complete an exit survey and/or interview.

Integrity & Personal Conduct

Volunteering with SHE RECOVERS requires a spirit of integrity. This includes acting reliably, responsibly, and professionally. We require volunteers to demonstrate respect for the organization's mission, staff, volunteers, and community members. Clear communication, cooperation, practicing personal agency, and a willingness to **co-create welcoming and supportive spaces are vital to your success as a volunteer.** You should strive to carry out the duties of your role to the best of your ability. This includes maintaining confidentiality, asking questions when unsure of something, asking for help when needed, and being open to constructive feedback.

Representing SHE RECOVERS appropriately through your words, actions, and behavior instills trust in the community. We ask that you uphold ethical principles, even when not directly supervised. Acting with integrity makes you a positive role model and an ambassador of the SHE RECOVERS Foundation, our mission, and the recovery movement.

Volunteers in roles for the SHE RECOVERS Foundation are expected to:

- Avoid conduct that would undermine SHE RECOVERS' mission
- Follow SHE RECOVERS' policies, including confidentiality and safety procedures
- Treat all community members, team members, and fellow volunteers with dignity and respect

Any actions considered out of alignment with SHE RECOVERS' values, intentions, and guiding principles will result in a discussion between the volunteer and the Foundation on how to repair the situation. SHE RECOVERS also reserves the right to remove that volunteer from service. Any speech or actions that violate the SHE RECOVERS Code of Conduct may result in removing a volunteer from service.

Inclusion

As a volunteer with SHE RECOVERS, you are responsible for co-creating a welcoming, supportive, and inclusive environment that supports multiple pathways and patchworks of recovery and embraces diverse identities and recovery experiences. Volunteers are expected to embrace people of all races, sexual orientations, bodies, neurotypes, and differences in life situations, cultures, backgrounds, and abilities.

To facilitate an inclusive environment, volunteers must:

- Promote equal opportunity and prohibit unlawful discrimination, which is unfair treatment based on protected characteristics like race, gender, or disability;
- Respect and use pronouns when appropriate;
- Learn what Indigenous lands they currently occupy and acknowledge if applicable;
- Accommodate folks who are hard of hearing or seeing (such as enabling closed captioning or utilizing audio transcription) or those who are physically disabled (such as hosting a sharing circle in a wheelchair friendly location);
- Not engage in harassment, which refers to unwelcome conduct that creates a hostile environment. Harassment includes bullying, discrimination, gaslighting, ghosting, intentionally spreading misinformation, exploitation, intimidation, or exhibiting other aggressive/passive-aggressive behaviors.

As an organization, SHE RECOVERS leads with inclusion that incorporates intersecting identities and experiences. This means intentionally welcoming and amplifying voices and perspectives that are often excluded or marginalized, including people of the global majority (women of color), LGBTQ+ people, neurodivergent folks, women occupying fat bodies, and people with disabilities. We recognize that systems of inequality exist based on

race, ethnicity, gender, sexual orientation, neurotype, ability, body type, and identity and that when they converge with other forms of discrimination, they produce unique barriers and needs. We cannot treat any one identity or demographic in isolation; rather, we must act as accomplices and acknowledge these power disparities.

By practicing intersectional solidarity, we can foster a volunteer culture that equitably serves and empowers all communities. Our commitment to inclusion must be active, conscious, and intersectional.

Ethical Responsibility

Volunteering with SHE RECOVERS comes with ethical obligations to uphold the organization's values and mission. As a volunteer, you are an ambassador of the SHE RECOVERS Foundation, and we ask that you conduct yourself with integrity and accountability. Volunteers must:

- Use discretion with sensitive information and show respect for the organization, its staff, fellow volunteers, and community members.
- Refrain from publically speaking or acting in any way that could jeopardize the reputation of SHE RECOVERS or discourage support for our work.
- Avoid disparaging comments about or making accusations against the Foundation, its staff, other volunteers, and community members.
- Protect confidential information, including private details about the Foundation, its board of directors, employees, volunteers, community members, or operations.

We ask that you maintain appropriate boundaries, honor your agreements, adhere to policies and procedures, and carry out tasks ethically. By upholding values such as compassion, integrity, honesty, inclusion, and accountability, you help amplify our mission and empower more women and non-binary individuals in or seeking recovery.

Personal Safety & Responsibility in Recovery

Volunteering with SHE RECOVERS can help you build your recovery capital but may occasionally impact your physical, mental, emotional, and/or spiritual well-being. Therefore, all volunteers must tend to their energy and remain rooted in their recovery.

Volunteers are encouraged to access recovery supports, follow recovery plans, and/or participate in self-care and recovery-strengthening activities necessary for sustained recovery.

Should a volunteer feel emotional distress or experience a crisis, they are asked to:

- Reach out to a higher level of care, which may include professional support or contacting a local emergency hotline
- Contact the SHE RECOVERS Volunteer Development & Coordination Lead to let them know that they require additional support, need to take a step back, and/or feel out of depth with any situation that may arise within our community

Volunteers, like community members, are asked to contact emergency services such as 911 if they experience a medical emergency.

Due to the safety-sensitive nature of the role, for twenty-four hours before a volunteer shift, we ask that volunteers abstain from:

- Substances causing impairment
- Self-injurious behavior(s)
- Eating disorder behaviors (restricting, purging)

Volunteers who participate in medication-assisted treatment, those who take prescriptions that may cause impairment, and/or those who are following a harm reduction approach to recovery are required to ensure they are prepared to operate in a safety-sensitive way during their volunteer shifts.

Volunteers are not permitted to serve in their roles during their time slot under the influence of substances causing impairment or actively engaging in maladaptive behaviors/processes that may prevent them from operating within a safety-sensitive role.

If ever their own recovery journey is compromised and interferes with their ability to provide support to their peers, volunteers will step back from their role to engage in their own self-care and community care until they feel once again equipped to provide professional care.

Volunteer activities do not establish a professional or therapeutic relationship between volunteers and other community members, regardless of their professional background.

Training

Volunteers must participate in required training in anti-racism, diversity, equity, inclusion, and belonging. Additionally, we ask that you try to attend and participate in any free training sessions the Foundation offers related to holding space, creating a welcoming, supportive, and trauma-informed environment, or learning more about the SHE RECOVERS Intentions & Guiding Principles.

Collaboration

SHE RECOVERS Foundation thrives as an organization when volunteers collaborate effectively with the SRF team and each other to accomplish our objectives. We believe in open communication, knowledge sharing, and alignment on priorities. Such teamwork creates camaraderie and boosts morale, which increases volunteer satisfaction. Mutual support helps us all manage stress, navigate challenges, and overcome adversity. When we work collaboratively, we become a dynamic organization greater than the sum of our parts.

Volunteers are required to contribute by:

- Working supportively with staff and peers toward shared goals
- Sharing insights constructively and listening openly to feedback
- Asking for help when needed and offering assistance when able

Compliance

Legal and regulatory compliance is imperative for non-profit organizations to maintain credibility, uphold ethics, and protect their interests. SHE RECOVERS Foundation must comply with all laws and regulations. Ensuring compliance safeguards the organization's tax-exempt status, preserves eligibility for grants and contracts, and avoids penalties or litigation. Compliance demonstrates a commitment to integrity, transparency, and judicious use of resources. Rigorous compliance practices also prevent unintentional missteps, mitigate risk, and identify opportunities for improvement. By making compliance central to all operations, SHE RECOVERS builds public trust, acts ethically, and fulfills our mission with legitimacy.

As a volunteer, your actions contribute to our compliance with non-profit and government laws and policies under US and Canadian law.

- All volunteers must comply with this Code of Conduct and all applicable laws/policies.
- Any violations may result in suspension or dismissal from the volunteer program.

Compensation & Liability

All volunteers acknowledging this agreement expressly and unconditionally release and hold harmless, SHE RECOVERS Foundation, its members, and each of their subsidiaries, board members, affiliates, directors, contractors, agents, and representatives, (collectively, the “Releasees”) from any and all liability for any injuries, damages, losses, liabilities, costs, debt, and expenses of any kind arising from, or caused by, their participation within SHE RECOVERS, including physical injury, psychological or emotional impact, loss, damage of property, or death.

Releasees are not liable for any injuries, loss, or damage of any kind arising from any third parties.

The role is unpaid. By acknowledging this agreement, volunteers understand and agree that there is no monetary or financial compensation for their contributions, nor any promise of monetary or financial compensation in the future, no financial coverage is provided for expenses incurred, and that SHE RECOVERS is not liable for costs associated with their role(s) unless designated in a SHE RECOVERS approved budget.

Presenting as an employee (paid or unpaid) of SHE RECOVERS or presenting as a business affiliated with SHE RECOVERS without formal approval is strictly prohibited.

By reading the above, SHE RECOVERS volunteers acknowledge they have received, reviewed, and agree to abide by this code of conduct.