



All Stewards must accept the Terms and Conditions displayed in the registration form. They include the following:

COMMUNICATIONS CONSENT: (required)

Your email address, phone number, and emergency contact may be visible to the TNS Executive, Lead Stewards and/or Stewards.

MEDIA PHOTO CONSENT: (not required)

Photos and/or videos taken during stewarding events may be used by TNS for the website, newsletters and/or social media. If you do not consent to this, you must inform your Lead Steward.

LIABILITY/RISK CONSENT (required)

Toronto Nature Stewards agree to work outdoors, pick up litter and use hand tools. Stewards may come into contact with insects, including ticks, wasps, mosquitos, and fire ants, as well as plants with brambles or thorns which can be a hazard while standing or while working on the ground pulling plants in the leaf litter. Identify and avoid contact with noxious plants like poison ivy, stinging nettle, and wild parsnip, etc. You are required to consent to these risks and register to be covered by general liability insurance. You are also required to follow the safety guidelines, as instructed by your Lead Steward.

CODE OF CONDUCT: (required)

Toronto Nature Stewards (TNS) is committed to fostering an environment in which everyone we engage with, including fellow stewards, the general public, and members of other organizations, is treated with dignity and respect, regardless of race, national or ethnic origin, colour, age, gender, sexual identity or sexual orientation, religion, political affiliation or abilities. All stewards are expected to adhere to this principle.

Participation in TNS programs is subject to complying with our procedures, as outlined on our website. Behaviour that reflects badly on TNS is to be avoided. TNS does not tolerate any form of discrimination, harassment, abuse or bullying. Conflicts of interest should be avoided if possible and should be disclosed and managed if they occur.

If you feel that the code of conduct has been breached, please contact our Volunteer Administrator at torontonaturestewards@gmail.com, who will put you in contact with the chair of our Operations Team.

Managing complaints about failure to comply with the Code of Conduct

1. Initially, the complainant is encouraged to speak to the alleged offender, if they feel safe to do so, and to try to resolve the issue themselves.
2. If an informal resolution cannot be reached, or the complainant feels that speaking to the alleged offender is inappropriate, then a formal complaint should be made. The matter should be reported **confidentially**, preferably by email, to our Volunteer Administrator at torontonaturestewards@gmail.com, who will put you in contact with the chair of our Operations Team. Three members of the Operations Team will review the situation and attempt to reach a satisfactory resolution with the parties.
3. If step two doesn't reach resolution, the alleged offender and the complainant will be invited to speak separately with the three members of the Operations Team to explain their points of view. The three members of the Operations Team will attempt to reach an acceptable resolution.
4. If the failure to comply is severe and/or there is a persistent pattern that the offender does not recognize or correct, then they will be notified in writing that they are no longer a member of TNS. Their name will be removed from the list of registered stewards and their access to on-line systems will be cancelled.