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SUMMARY +

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OUTLINE

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### Code of Conduct

The Orillia Scottish Festival Committee endeavors to create an environment that is positive for our volunteers and all patrons. The Festival is celebrating its 44th year because of dedicated people like you who have decided they want to volunteer for this event. As such, we ask that all volunteers pledge to follow the code of conduct below. Any questions, concerns or suggestions should be directed to the Committee Co-Chairs.

1. Volunteers are ambassadors of the Orillia Scottish Festival and, as such, will represent Orillia Scottish Festival in a positive manner to festival patrons, performers, vendors and other volunteers.
2. Volunteers are expected to fulfill the shifts they have committed to for the weekend.
3. Volunteers must not be under the influence, possess or use illegal drugs/substances.
4. Volunteers will not use Orillia Scottish Festival properties or monies for their own personal advantage.
5. Volunteers are discouraged from using cell phones while on duty that will distract you from your role and responsibilities.
6. The Orillia Scottish Festival is committed to the inclusion and recognition of all members regardless of race, age, culture, ability, ethnicity or nationality, gender identity and expression, sexual orientation, marital status, religious affiliation, and socioeconomic status. Any language or conduct that is contrary to this policy will result in immediate dismissal of the volunteer.
7. The Orillia Scottish Festival encourage volunteers to connect with people, take time to see and hear the event taking place around as you carry out your role and responsibilities.

By signing below and submitting your application, you agree to abide by the Code of Conduct outlined above.

- Signature:
- Printed Name:
- Date:
- Guardian Signature (if under 18):
- Guardian Name:

Questions? Ready to submit your form? email: [orilliascottishfestival@gmail.com](mailto:orilliascottishfestival@gmail.com)

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