

The mission of the Green Mountain Club is to make the Vermont mountains play a larger part in the life of all people by protecting and maintaining the Long Trail System and fostering, through education, the stewardship of Vermont's hiking trails and mountains.

GMC Code of Conduct Summary Document

The Green Mountain Club and the Long Trail System are open to all. The code of conduct is based on a culture of care and supports an organization and trail resource that is safe, inclusive, just, fair, and consistent. The purpose of this Code of Conduct is to convey expectations of acceptable behavior of GMC volunteers and to define the roles, responsibilities, and process related to reporting, investigation, and mitigation of reported misconduct. To read the full code or to report a violation, please visit {website}

This Code of Conduct applies to anyone who volunteers on behalf of the Green Mountain Club. The Code of Conduct applies to interactions that occur across the Long Trail System, including in offices and visitor centers; on trips, at events, programs, and trainings; at GMC- operated facilities of all types; in meetings; on the Trail; at social events; in written communication, including online and social media; and at all other events, activities, and places when we are ambassadors for the GMC.

Volunteers have the right to:

- Be treated with respect, and have a workplace free of harassment, discrimination, or hostile conditions,
- Receive a suitable assignment, with training and necessary support,
- Have qualified supervision, safe working conditions, and have their time used effectively,
- Report incidents of harassment, discrimination, or hostile conditions.

Volunteers have the responsibility to:

- Make safety the highest priority, while minimizing risk and impacts.
- Treat others with respect, and act in a professional manner
- Follow trail policies and guidelines, and participate in training sessions and meetings,
- Care for trail resources, as well as seek and accept feedback, guidance, and support.

All GMC volunteers are expected to represent the following Standards of Conduct:

- Conduct yourself with professionalism, humility, and restraint. Avoiding comments or behaviors which might cause another person to become uncomfortable or offended.
- Model Leave No Trace principles in everything you do on the Trail or at GMC facilities.
- Respect our natural and cultural resources and the ways that other people connect with one another and the Long Trail System.
- Stay informed of the land manager(s) policies and regulations, including guidelines and recommendations.
- Avoid conflicts of interest.

The alignment with laws, what to do in the event of a violation, the process for reporting violations, and the way investigations take place, are all part of the full code and can be accessed at:

<https://www.greenmountainclub.org/volunteer-code-of-conduct/>

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