**Volunteer Ethics and Conduct**

Volunteers must conduct themselves in a manner that promotes public confidence in the integrity of the USFS. Fighting or using abusive language with the public, partners, agency employees, other volunteers, or supervisors will not be tolerated.

1. IMPARTIALITY: Volunteers must be fair and impartial in dealing with the general public and coworkers as they perform work assigned to them. Volunteers may never solicit or coerce a gift or accept gifts in return for being influenced in the performance of assigned work.
2. MISUSE OF AGENCY AFFILIATION: Volunteers may not use their affiliation with the USFS to endorse any product or service, should not attempt to intercede with agency personnel on behalf of their friends or relatives, and should never misrepresent themselves as USFS employees.
3. USE OF DRUGS AND ALCOHOL: Volunteers may not use or possess, any federally illegal drugs while on Government owned or leased property. Consuming or being under the influence of alcohol or drugs while performing work for the agency is prohibited. Underage alcohol consumption by volunteers is prohibited.
4. SMOKING (to include e-devices): Volunteers may not smoke in any government owned or leased vehicle or any government facility including government owned/leased lodging accommodations.
5. ANTIDISCRIMINATION: The USFS is committed to a work environment where people treat one another with respect regardless of race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from public assistance programs, political beliefs, or known prior civil rights activity. Volunteers, employees, managers, contractors, cooperators, and volunteers are all expected to honor the USFS Civil Rights code and conduct themselves in a manner that is consistent with a professional and supportive work environment.
6. SEXUAL HARRASSMENT: The USFS also has a zero-tolerance policy for sexual harassment. Neither sexual harassment nor retaliation against those who report it will be tolerated.
7. WEARING OR DISPLAY OF OFFENSIVE ITEMS: Volunteers may not wear or display offensive items while representing the Forest Service or working on official volunteer projects. Offensive items may include any use of derogatory words, phrases, epithets, gestures, pictures, drawings, or cartoons that deal with or target race, color, religion, age (40 years or older), disability (physical or mental), national origin, sex (gender), sexual orientation, genetic information, marital, and /or parental status regardless of the means of delivery (that is, verbal or electronic communication); or intimidates, abuses, offends, or creates a hostile work environment
8. HATCH ACT: While conducting official volunteer activity or acting on behalf of the Forest Service, volunteers may not engage in political activity which includes distributing campaign or political materials, performing campaign-related chores or wearing or displaying political buttons, t-shirts, signs or other items.