



VOLUNTEER CODE OF CONDUCT AND SAFER SPACE AGREEMENT

Commitment to Inclusion

The Community Cycling Center is committed to creating an inclusive environment in every facet of our operations. We value diversity, collaboration, and respect for all people and ideas that contribute to a healthy, connected community. We recognize that there is societal injustice, so we strive to promote equity through constructive dialogue, organizational reflection, and effective, meaningful action.

The Community Cycling Center expects its volunteers to act as partners in cultivating a volunteer community that respects and celebrates its own diversity.

Code of Conduct, Safer Space Agreement

Community Cycling Center volunteers are responsible for understanding and contributing to the creation of a safe and respectful volunteer environment. In order to help us maintain a safer space for volunteers of all backgrounds, we have a few basic guidelines we try to follow. We'll discuss this safe space agreement at orientation and edit it as the conversation develops between volunteers and staff.

Community

- We enter the Community Cycling Center with a commitment to mutual respect, skill building, anti-oppression, and community building.
- We commit to making spaces as accessible as possible; physically, socially and personally.
- _____
- _____

VOLUNTEER INITIALS _____

Communication

- We're thoughtful and kind in communication and choice of language. Racist, ableist, ageist, homophobic, sexist and classist behavior and language will not be tolerated.
- We respect people's background and identities, including their names and pronouns.
- We're conscious of how much space we take up in discussion – we "share the air"
- We ask for help: with tools, bicycles, processes, even emotions.
- _____
- _____

VOLUNTEER INITIALS _____



Learning Environment

- We allow everyone to learn about bikes and tools at their own pace. We ask for permission before working on someone’s project or taking their tool.
- We respect people’s personal space and body.
- We promote inclusive learning spaces and questions in the spirit of personal growth.
- _____
- _____

VOLUNTEER INITIALS _____

Shop Policies

The Community Cycling Center asks all volunteers to honor these policies when working in the shop.

- The Community Cycling Center is committed to reducing, reusing and recycling, and expects volunteers to support these efforts.
- The Community Cycling Center is a weapon, drug and alcohol-free environment.
- Closed-toed shoes are required in the shop at all times.
- Clothing that can be soiled or torn is highly recommended when working in the shop.
- Volunteers use the same space as our professional mechanics, and are expected to clean and return all tools to their proper place at the end of each session.
- _____
- _____

VOLUNTEER INITIALS _____

I _____ (print full name) acknowledge the CCC’s Volunteer Code of Conduct and Safer Space Agreement. I understand that my participation in the program is contingent upon my contribution to these agreements.

Signature _____ **Date** _____