

Voices Unhidden™

Volunteer & Team Code of Conduct

Purpose

Voices Unhidden™ is committed to maintaining a respectful, professional, and mission-focused environment for all volunteers, team members, ambassadors, advisors, collaborators, and organizational participants.

This Code of Conduct establishes expectations for behavior, communications, professionalism, and organizational integrity.

Mission-Focused Conduct

All individuals representing Voices Unhidden™ are expected to support and uphold the organization's mission of education, advocacy, awareness, and support related to technology-facilitated harassment and stalking (TFHS).

Participation within the organization should remain focused on constructive advocacy, community education, victim-centered support, and professional collaboration.

Respectful Communication

All volunteers and team members are expected to communicate respectfully and professionally in:

- Organizational meetings
- Online discussions
- Public events
- Social media interactions
- Email communications
- Internal team communications
- Community engagement activities

Harassment, bullying, intimidation, retaliation, threats, discriminatory remarks, or abusive conduct will not be tolerated.

Confidentiality & Privacy

Volunteers and team members may become aware of sensitive personal information, disclosures, or community concerns through organizational involvement.

All participants are expected to:

- Respect the privacy of individuals interacting with the organization;
- Avoid unauthorized sharing of personal information;

- Refrain from disclosing confidential organizational discussions or sensitive materials without authorization.

Social Media & Public Representation

Individuals associated with Voices Unhidden™ should make reasonable efforts to distinguish personal opinions from official organizational positions.

No volunteer, ambassador, or team member may:

- Speak on behalf of the organization without authorization;
- Misrepresent organizational policies or positions;
- Use the organization's name, branding, or affiliation to escalate personal disputes or interpersonal online conflicts.

Professional Boundaries

Voices Unhidden™ is not a platform for creator disputes, personal retaliation, harassment campaigns, or interpersonal social media conflicts.

Team members and volunteers are expected to maintain appropriate professional boundaries and avoid conduct that could undermine the organization's mission, credibility, or public trust.

Compliance with Law & Platform Policies

Participants are expected to comply with applicable laws, safety standards, and platform policies while representing or participating in organizational activities.

Reporting Concerns

Concerns regarding misconduct, policy violations, harassment, or inappropriate conduct within organizational spaces may be reported to leadership for review.

Reports will be evaluated respectfully and objectively.

Organizational Discretion

Voices Unhidden™ reserves the right to:

- Limit, suspend, or terminate volunteer participation;
- Remove individuals from organizational spaces or activities;
- Revoke ambassador, volunteer, or representative status when conduct is inconsistent with organizational policies, mission, professionalism, or safety expectations.

Policy Review

This Code of Conduct may be updated periodically as the organization grows and expands its programs, partnerships, volunteer structure, and educational initiatives.