

Iona Island Bird Observatory Code of Conduct

For all WildResearch volunteers and employees at IIBO

1. Ensure human safety above all else.

- a. Do not put yourself or others at risk.
- b. If you encounter a scenario at the station where you feel unsafe, step out of the situation if it is safe for the birds to do so and report the situation to the Bander-in-Charge.

2. Ensure that birds are handled and treated safely and respectfully.

- a. Reduce the amount of time and impact on birds by processing them quickly, quietly, and with due care.
- b. Create space for banders and volunteers who are actively processing birds. Volunteers who are waiting may wish to stand inside the banding hut quietly observing if there is room or wait outside.
- c. Do not capture more birds that you can safely process without causing undue harm or stress to birds. Do not overwhelm yourself or your team.
- d. If you are not sure that you can safely complete a task (e.g., extracting or banding), pass this task to another qualified person.
- e. Before handling, extracting or processing birds, volunteers should obtain permission from the Bander-in-charge.
- f. Extractions should only be done by advanced and intermediate banders, or beginner banders with guidance from the Bander-in-charge.
- g. Do not open nets in rain or high winds (as determined by the BIC), and close nets if weather conditions are not safe for birds. The Bander-in-charge will make the final decision.
- h. When there is a predation event, discuss potential mitigation measures (e.g., closing that net) and try to avoid future mortalities.
- i. The Bander-in-charge has the final say on all decisions related to banding operations.
- j. If an incident occurs where a bird's safety is jeopardized, the entire banding team should work through what happened and discuss ways to mitigate in the future.
- k. Do not do anything that contradicts the conditions of the banding permit.

3. Ensure data safety.

- a. Be respectful of the banding computer and files. Do not make changes to the files without permission.
- b. Ask questions if you are unsure when entering data – don't guess!

4. Be respectful to banders, other volunteers, and park visitors.

- a. Follow directions given by the Bander-in-charge and assistant bander.

- b. Show up on time and only leave early if you have made prior arrangements with the Bander-in-charge or have received permission. Volunteers are expected to be available for the entire shift.
- c. Only sign up for as many shifts as you are certain that you're available for. Canceling last minute takes opportunities away from other volunteers and leaves the banding station understaffed.
- d. Do not show up for shifts if you are ill (refer to WildResearch's "Personal Health Check" guidelines) or unable to safely participate in banding operations, and provide as much warning as possible to the Bander-in-charge if you need to decline your shift.
- e. Help out where needed, especially when asked, if the task falls within your ability and skillset. For example, help carry gear to and from vehicles, set up and take down nets, tidy up at the end of the day.
- f. Treat other IIBO volunteers with respect. Respectfully share tasks, knowledge, and skills with other volunteers.
- g. Interact respectfully and kindly with other park visitors using Iona Island Beach Regional Park. Your words and actions reflect on WildResearch – be a good ambassador!

If you have any concerns specific to banding operations, please contact Matthias Bieber (IIBO manager and Director-at-Large) at iibo@wildresearch.ca. All other concerns, including personal safety and conduct, can be directed to Kiirsti Owen (Secretary and Equity, Diversity, Inclusion Committee member) at kowen@wildresearch.ca. All communications will remain confidential and there will be no repercussions for complaints or concerns to us. We take all communications seriously and strive to create safer, inclusive spaces at IIBO.