



TRAILKEEPERS OF OREGON

TRAILKEEPER CODE

TKO's employee handbook and crew leader guide contain guidance for appropriate staff and volunteer behavior in TKO operations, relationships, and communications both within the organization and with our partners, clients, and the public. Adherence to the policies in these documents protects staff and volunteers, safeguards TKO and our partner organizations, and ensures all interactions align with TKO's mission and values.

Embodying the policies in TKO's employee handbook and crew leader guide, the Trailkeeper Code below has been created to relate them to our organizational culture of safety, fun, and service. Through honoring the Trailkeeper Code, TKO board members, staff, and volunteers show their commitment to the ideals embodied within.

TRAILKEEPER CODE

I, _____, acknowledge that as a Trailkeeper I am participating in and contributing to TKO's stewardship community. As a Trailkeeper, I embrace and uphold the following principles:

SAFETY

- Physical and emotional safety is my number one priority.
- I take an active role in creating a community that interrupts racism, bias, and hate.
- I commit to giving and receiving feedback with grace and humility.
- I treat fellow Trailkeepers and the public with honesty, authenticity, and respect.

FUN

- I create a rewarding experience by bringing positivity to my interactions and efforts.
- I celebrate diversity in the Trailkeeper community with appreciation and enthusiasm.
- I embrace challenges with creativity, compassion, and a spirit of compromise.
- I am generous in sharing my skills and open to learning from others.

SERVICE

- Quality is achieved when I prioritize TKO's principles of safety and fun.
- I bring my best efforts to all of my TKO experiences.
- I recognize fellow Trailkeepers' efforts, ideas, and contributions as essential to shared success.
- I dedicate my service to enhancing Oregon's trails and our community.