

Code of Conduct

At Feed My Starving Children (FMSC), we feed kids, feed spirits and empower communities. FMSC is committed to providing a healthy and respectful environment for everyone who is involved with our organization. FMSC employees, volunteers and other individuals entering facilities where FMSC meals are packed are expected to treat others with respect and dignity by following the policies outlined below. This Code of Conduct applies to any setting or communication associated with Feed My Starving Children, including but not limited to the packing site and packing activities, phone calls, video conferences, emails, conversations and social media.

Expectations of volunteers, staff and individuals in our packing sites:

- We come joyfully to serve others by participating in all activities throughout the packing process.
- We serve and love children no matter where they are. Any inappropriate conduct towards children is not allowed.
- We respect one another by adhering to FMSC's policies and procedures, and following staff direction. FMSC is regulated by FDA and OSHA to ensure the safety of our food, volunteers and staff.
- We are a place that is free from violence, threats, drugs, tobacco and alcohol.
- We use our words to uplift and encourage; vulgar or profane jokes, comments or other statements, however communicated, are not tolerated.
- We do not discriminate in any way, including on the basis of age, disability, gender, marital status, maternity status, race or sexual orientation. We believe there is a spot for everyone at our packing tables and expect all who walk through our doors to feel welcome.
- We have no tolerance for harassment in any form.

FMSC reserves the right to take immediate and/or interim steps to protect against harm from unacceptable behavior. Failure to cooperate or comply with the instructions of FMSC personnel related to such actions shall itself constitute a violation of this Code of Conduct. Without limiting the options available to FMSC, corrective measures may include verbal or written warning, being asked to leave, permanent ban or employee discipline.

We appreciate your willingness to serve others with your time and energy. Thank you!

FMSC is a Christian organization. Our mission is to be the hands and feet of Christ to starving children in communities across the globe. We are also ambassadors of Christ in our home communities or communities here. FMSC and its personnel will make every effort to evaluate conduct according to this standard of Christlikeness.

