



VOLUNTEER CODE OF CONDUCT

FOR GET OUT THE FLOAT 2026

BACKGROUND¹:

This Code of Conduct (CoC) includes information on staff expectations as well as what Get Out The Float, LLC (Get Out The Float, GOTF, we, us or our) 2026 will give you in exchange for helping make our convention a success. This CoC is not an exhaustive guide for every possible scenario; rather it helps provide a baseline. Please read this all the way to the end.

Section headings where revisions have taken place have a number following the section heading with the most recent revision number. Superscript letters will be used for other forms of notes, if applicable.

POSITION DEFINITIONS¹:

EXECUTIVE: LLC members or a Managing Member of GOTF.

MANAGER: Oversees a department within GOTF and may liaise with Seaside Civic and Convention Center (SCCC) staff and/or other venues, when necessary.

SUPERVISOR: A leader of a team. If there are more than seven members of a team, the team lead may be elevated to a manager position and multiple teams beneath them may be established. Supervisors hold more responsibilities and act to delegate tasks passed down from managers.

STAFF: Members of GOTF Staff are those who work in preparation for and/or during the convention from the executives to gophers and badge checkers.

VOLUNTEER: A person supporting GOTF by performing shift work during the convention but not enough to fulfill the commitment outlined under Expectations.

CONTRIBUTOR: Our preferred term for the wider group of staff and volunteers that includes performers (DJs), and panelists. We find this term more inclusive and acknowledge that individuals may contribute to the convention in more than one way. Meaningful contributions to the convention count towards your membership be they volunteer hours or other approved methods of contributing.

PARTICIPANT: This group includes everyone of all levels who attends the convention. This term is used in the GOTF Terms of Service to cover everyone involved with the convention.

OTHER DEFINITIONS¹:

ALL HANDS: Some activities during GOTF will require the assistance of all available staff. This includes setup, tear-down and the Pursuit Walk.

COMMITMENT: A number of hours a staff member intends to work during the convention; or for specific tasks that assist in running the convention. "During the convention" includes all hours worked from time the truck is rented to the time rental truck is returned.

CONOPS: Convention Operations, the information center of the convention.

F.L.A.R.E. (FLARE): Convention safety liaisons provide de-escalation services and assist with interpersonal resolution, line management and parade escort to GOTF.

HELIUM RESOURCES (HR): The team that handles staff recruitment and placement within departments and teams for GOTF. Works with Operations for coordinating staff shifts.

POOL STAFF: Sunset Empire Parks & Recreation District employees. Lifeguards and front desk workers at the Sunset Empire Pool are not associated with GOTF.

SCCC STAFF: Seaside Civic & Convention Center Staff. These are city employees who work and are not affiliated with GOTF.

SHIFT: For most areas, a shift is 4 hours and 15 minutes which includes the 15 minute overlap with your relief for handover of responsibility.

SOP: Standard Operating Procedure. These are written for their departments by Managers and approved and put into effect by an Executive.

DEPARTMENTS¹:

MEMBERSHIP: Focuses on looking after guests with respect to memberships. Helium Resources within the Membership department helps to handle membership perks given to staff and contributors. Membership does not accept cash; all registrations are paid via card through our registration system.

SALES: Any area where the convention or convention contributors are handling money (such as the convention store and vendor areas) as well as Marketing and assisting with Public Relations. Convention store staff are expected to handle cash responsibly.

OPERATIONS: Ensures that convention events, panels, and activities are properly resourced with people, budget, and materials. This includes on-site communication, security and safety, badge check, activity rooms, panel rooms and being an information nexus and point of contact for unusual situations in the CONOPS office.

LOGISTICS: Handles the procurement of convention equipment, transportation to/from storage locations as well as maintenance of convention-owned equipment. Setup and pack-out of our venues are all-hands activities where we use all available help to quickly, accurately and safely prepare our venues for our convention or get it ready for the event that follows us. Logistics may also prepare, cater and manage the hospitality suite.

PUBLIC AFFAIRS: Where the convention intersects with the public, our Public Affairs team is responsible for granting / escorting media in convention spaces as well as any press releases, working with charities and crisis management should they be needed. Charity desk personnel are expected to handle cash responsibly.

INFORMATION TECHNOLOGY (IT): Our IT Department ensures that online systems, offline systems as well as devices are functioning as intended and that appropriate users have the correct level of access to the systems they need. Camera system is installed and removed by IT.

INFLATABLES: The largest physical area of the convention are our inflatables, inflatable castles and other activities. Staff in this department are comprised of Toysitters (for safety in/on inflatables) and Squeakurity (where attendee badges, shoes and other worn items are stored for temporary safekeeping while attendee is interacting with inflatables). This department plans and manages the inflatables and people within their space. Typically the Pacific, Necanicum West, and Main Stage, totalling ≈15,000 ft².

EXPECTATIONS¹:

The work GOTF staff does; is to create a fun, safe and welcoming environment both for other members of our staff and for those who attend and interact with our convention. We are held to a higher standard than other types of participants because of the outsized impact we can have on others.

GOTF operates with the expectation that we do not wish to contribute to burnout of our staff members, as we have found from feedback from previous staff experiences. As such, we have a goal of no more than 10 attendees per attending staff member for GOTF 2026. The staffing goal is to reach at least 50 staff, and to add 1 additional staff member per 10 additional non-staff attendees.

What GOTF expects of its staff:

1. Be respectful to yourself and to those around you. We value our staff and place their self respect ahead of negative guest interactions. We ask that you remain civil and polite with our guests; however, should a guest behave in a way which is not appropriate, you have the right to refuse service and contact your lead or supervisor.
2. Help and support each other. We are all part of a team and We encourage a teamwork environment. We expect our leadership to guide and delegate others with tasks, and encourage all staff to help each other or ask for help if you are having trouble.
3. Take initiative; if there is a group of people observing a problem but not helping to solve it, be a part of the solution. Being a part of the solution does not necessarily mean that you have to be the direct solution to the problem. Even ensuring that the lead of the area, ConOps, and/or FLARE are aware of the situation so they may handle it suffices.
4. The expected workload of staff members is a minimum of 17 hours commitment at the convention. If you need to be scheduled for additional shifts within your area or in other areas, please contact your lead or our staff coordinator within Helium Resources.
5. The staff schedule is planned in advance; if you need to make changes, please notify CONOPS or the Staff Coordinator as soon as you are aware that you won't be able to

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make it to your shift(s). If you are able to arrange a substitute, this allows us to more readily adjust the schedule.

Please Note: *that all staff are expected to complete their tasks in a timely fashion, and we expect volunteers to turn up prepared and with a good work ethic.*

6. Be presentable and ready to help. We require that all of our volunteers practice acceptable levels of hygiene and arrive at their assignments in a prepared and appropriate condition to work. Contributors represent the convention, and as such, we require our staff to be courteous, well kempt, and dressed appropriately. If you expect to be working in proximity to inflatable surfaces, please make sure you avoid sharp clothing & accessories such as earrings, belts, collars, wallet chains, etc.

Regarding Dress Code, GOTF has the expectation that all members at the convention remain in an appropriate level of dress, and does not permit items of clothing or accessories which depicts; obscene, explicit, political or derogatory iconography or statements. The convention operates within a PG-13 age rating, that we expect all guests and contributors to adhere to.

Exceptions - *to include, but are not limited to:*

- Any pool and beach events, in which swimwear is to be expected - however we maintain that all members' swimwear must adhere to the PG rating and not be considered overly revealing, or explicit. While at the pool, pool rules & pool staff supersede any GOTF policies or allowances.
- Executives and Managers are expected to dress in at least business casual (such as polo shirt and khakis) and at most business formal (w/o ties) when on shift.

If you have any concerns or questions regarding items of clothing or accessories, please do not hesitate to ask operations for clarity on what is and is not considered appropriate, or if you are looking for permission for any items not covered by the above.

PERKS FOR CONTRIBUTORS¹:

Our staff, performers (DJs), and panelists are given the following perks of helping make GOTF the best convention that it can be.

- A. Participant membership for 2026 (\$90^A for GOTF 2026). All new staff receive this perk with a 17 hour at-con commitment.
- B. Sponsor membership for 2026 (\$180^A for GOTF 2026) for a 34 hour at-con commitment. Available to established staff.
- C. Patron membership for 2026 (\$270^A for GOTF 2026) for a 51 hour at-con commitment. Available to established staff.
- D. Use of the hospitality suite and meals where available.
- E. Scheduled, staff-only bouncy castle time, usually in the morning.
- F. Access to Sponsor and Patron events and areas - provided that you are not scheduled to be elsewhere.

^AFor staff who pay for their membership regardless of their commitment may do so during registration by using the “Tip for GOTF” box as they register. We welcome the extra help!

CONCLUSION¹:

We'd like to thank you for applying to be a member of GOTF staff and helping our convention succeed in 2026. You keep our con pumped up and provide a welcoming, safe and fun atmosphere. This is our motivation to continue for as long as we reasonably can while we also better the local community where we hold our convention and the public's image of the furry community at large.

We face a unique challenge in Seaside OR, working with the local municipalities to make our event successful - renting the local pools and civic centers, and being in the eye of the general public. We want to thank you in supporting us and helping us overcome these challenges, and help promote a positive public image.

Once you have finished your application, you should be contacted shortly after by one of our representatives from GOTF. One of our Helium Resource recruiters will assist regarding the next steps and any questions they have about your application. They will coordinate an interview with the leadership of the area(s) you would like to staff in. Thank you for applying!

Ē Plūribus Strīdī!
“From the many, Squeak!”

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GOTF 2026 Volunteer Code of Conduct Revisions:

Effective Date	Revision #
April 20th, 2025	0
July 19th, 2025	1