



STAFF CODE OF CONDUCT

FOR GET OUT THE FLOAT 2025

BACKGROUND:

This Code of Conduct (CoC) includes information on staff expectations as well as what Get Out The Float (GOTF) 2025 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.

DEFINITIONS:

CONTRIBUTORS – Our preferred term for the wider group of volunteers that includes staff, performers (DJs), and qualified panelists. We find this term more inclusive and acknowledge that individuals may contribute to the convention in more than one way.

DIRECTORS – The head[s] of a department. There are six departments: Membership, Sales, Operations, Logistics, Public Affairs and Information Technology (IT).

LEAD – A team lead for a group of staff. 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. Managers hold more responsibilities and act to delegate tasks passed down from Directors.

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.

SENIOR STAFF – Members of staff who have had longer tenure with the convention and/or serve the community with increased responsibility, including executives and department directors.

SHIFT – For most areas, a shift is 3 hours and 15 minutes which includes a 15 minute overlap with your relief. Back-to-back shifts are doable and may even be preferred in some areas.

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.

DEPARTMENTS:

MEMBERSHIP – Focuses on looking after guests with respect to memberships, including but not limited to; problems with registration, staff and guest resources and membership verification, both on-site and online. Furry Resources within the Membership department helps to handle membership perks given to staff and contributors.

SALES – Any area where the convention or convention contributors are handling money (such as the convention store and vendors' areas) as well as Marketing and assisting with Public Relations.

OPERATIONS – Ensures that convention events, panels, and activities are properly resourced with people, materials and when necessary, budget. 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 Convention Operations (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 also prepares, caters and manages the hospitality suite[s] that are used by our guests and members.

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.

INFORMATION TECHNOLOGY – 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.

EXPECTATIONS:

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.

Get Out The Float 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 volunteer experiences. As such, we have a goal of no more than 10 attendees per staff member for GOTF 2025 with attendance capped at this number. The staffing goal is to reach at least 50 staff, and to add 1 additional staff member per 10 additional attendees after the first 150 participants.

What GOTF expects of its staff:

1. Be respectful to yourself and to those around you. We value our volunteers 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 volunteers 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 12hr at the convention. Many staff members spend more than this in the planning stage of the convention as well as exceeding the 12hr minimum of shift work during the convention. If you need to be scheduled for additional shifts within your area or in other areas, please contact your lead or our volunteer coordinator within Furry Resources.

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

5. 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 kept and dressed appropriately.

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 with 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.
- Managers, Directors and Executives are expected to wear business dress - to include smart clothes, ties, etc. But to not require a full suit; whilst on shift at the Convention or attending any meetings on behalf of the convention.

Costumes or Fursuits are acceptable if part of your duties with the convention. Further formal dress with costumes are optional, prioritizing the safety of the staff and performer.

- Load In / Load Out / Strenuous Work. Wear appropriate attire for these activities.

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 CONTRIBUTORS:

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

- A. Participant membership compensation for 2025 and the next GOTF convention. (\$85 for GOTF 2025). This stacks with 2024 GOTF Staff Comps and our registration levels are in multiples of the participant membership cost.
- B. Use of the hospitality suite and meals when available.
- C. Staff-only bouncy castle time.
- D. Access to Sponsor and Patron events and areas unless the event is already full or incurs a per-use cost such as laser tag.

CONCLUSION:

We'd like to thank you for applying to be a member of GOTF staff and helping our convention succeed in 2025. 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 fandom at large.

We face a unique challenge in Seaside OR, working with the local municipalities to make our event successful - leasing 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 Furry Resource recruiters will assist regarding the next steps and any questions they have about your application. They will review your application to join our staff and if accepted, coordinate an interview with the leadership of the area(s) you would like to work in. Thank you for applying!

E Pluribus Stridi!
"From the many, Squeak!"