

Thank you so much for your interest in volunteering with

the Portland Psychedelic Society, we appreciate your time and energy and

look forward to working together!

This handbook is designed to give you a basic framework and understanding of PPS and the expectations of our volunteers*. (Revised 9/2023)*

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Who We Are

Our Story

The Portland Psychedelic Society (PPS) was founded in 2014 as the Portland Entheogenic Exploration and Research Society (PEERS). PPS is now a volunteer-powered 501 (C)(3)

PPS is one of many psychedelic societies worldwide that create community and raise global awareness around psychedelics, their use and science.

Mission

The Portland Psychedelic Society creates inclusive space for psychedelic integration, education, and community building.

Vision Statement

We envision a world in which individuals have the freedom and support to explore consciousness through psychedelics.

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Expectations

PPS Volunteers

Support education based on factual and up-to-date information and research.

Promote responsibility and safety in the use of psychedelics.

Portray professionalism and accuracy in presenting facts.

Are at least 18 years old.

PPS Volunteers do not:

Provide medical advice.

Actively solicit or offer services or substances, legal or otherwise, at PPS events or in PPS’s name.

Endorse specific counselors, therapists, trip sitters, or any professional services in the name of PPS.

Also - As an organization we depend on each other. If you are not available for the role you signed up for then please inform the people you’re working with as soon as possible.

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The PPS Culture of Respectful Treatment to All

* Treat others with respect and compassion, even if I disagree.
* Face problems directly, respectfully, and with the appropriate person.
* Avoid negative gossip and complaining.
* Focus on finding solutions when problems arise.
* Give others the benefit of the doubt, assume the best intentions and ask for clarification when needed.
* Express gratitude to the other volunteers who make this organization possible and enjoyable.
* Create and maintain boundaries to protect my own personal space and time and respect the boundaries of other volunteers.
* Communicate clearly and fully, not blame others for not meeting my needs or expectations if I have not made those needs/expectations clear.
* Expect myself and others to try new things, make mistakes, learn, and grow.
* When there are problems, focus on the specific behaviors or issues at hand rather than attacking the person or people involved.
* Give honest, direct, and timely feedback with respect and compassion.
* Accept feedback with openness and humility.
* Be inclusive and minimize competition.
* Take shared responsibility for PPS’s reputation, fundraising and health as an organization.
* Own my mistakes, apologize, fix the problem, and take steps to prevent it from happening again; then move on
* Respect others’ emotions and help them find creative and appropriate outlets to express their feelings.
* Seek help from the Volunteer Development Director if I ever feel unable to act in accordance with these policies.
* Protect the culture of PPS by alerting anyone on the Board of Directors if I ever feel these principles or PPS’s culture is being put in jeopardy in any way.

*(Much appreciation to the Cat Adoption Team for sharing their culture agreement for us to adapt and use.)*

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Social Media Policy

PPS recognizes the role social media plays in modern communication. As a PPS Volunteer, your commentary is not only a direct reflection of you personally but also of PPS. Commentary that is considered defamatory, obscene, proprietary or libelous by any offended party could subject you to personal liability and damage Portland Psychedelic Society’s reputation. Once it’s on the Internet, it’s there forever.

* Engaging with and sharing content posted by PPS is encouraged and appreciated.
* Engaging personally with PPS stakeholders (donors, volunteers, board members, sponsors, vendors, etc.) is encouraged and appreciated.
* Have a problem at PPS? Work it out in person. Airing your personal grievances on social media rarely leads to positive outcomes.
* Harassing, threatening, discriminating against or disparaging any individuals through social media will not be tolerated.
* Sharing any organization-privileged information through social media will not be tolerated.
* Sharing photographs of other volunteers or event attendees without their permission through social media is prohibited.
* You are to contact a board member immediately if contacted by the media or press about any post that relates to Portland Psychedelic Society.

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Non-Discrimination Policy

PPS shall not discriminate in providing services based on gender, race, creed, marital status, sexual orientation, religion, color, age, national origin, or any other status protected by state or federal law.

Policy Against Harassment

PPS is committed to maintaining an environment free of harassment. PPS policy prohibits harassment based on sex (Including sexual harassment, gender harassment and harassment due to pregnancy, childbirth, or related medical conditions) and harassment based on race, religion, creed, color, national origin, or ancestry, physical or mental disability, medical condition, marital status, age, sexual orientation, or any other status protected by federal or state law or local ordinance or regulation.

Violations of any of these policies may result in disciplinary action, up to and including termination. Where necessary, we will advise appropriate officials of any violations of law.

If you become aware of any violations of this policy, you should report the violation to a member of the Board of Directors.

Representing PPS

Volunteers are only authorized to act as a representative of PPS if specifically tasked with this responsibility in your volunteer job description. This includes but is not limited to making public statements to the press, signing contracts, or entering into financial agreements, seeking legal advice on behalf of PPS, lobbying, or forming partnerships with other organizations.

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Ending Your Volunteer Service and Exit Interview Process

You may resign from your volunteer service with PPS at any time. We request you notify the Volunteer Development Chair at least two weeks prior to your departure and that you complete the Exit interview process. The exit interview is your opportunity to communicate your views and any other relevant information that you feel is important for us to know. Access to PPS software and online services will be terminated and all PPS property will be returned.

Problem Solving Procedure

When a group of people work together, problems or misunderstandings may arise. It is important to all of us that such problems are solved amicably and as quickly as possible. Occasionally it may be necessary to investigate certain problems in greater detail. Please send a written notification to the Volunteer Development Chair as soon as possible for assistance in resolving the problem.

Dismissal

Dismissal of a volunteer is a serious consideration. Before a volunteer is dismissed the Volunteer Development Chair and, if appropriate, the President of the Board of Directors will attempt to reconcile the situation. Dismissal of a volunteer may take place if a volunteer is unreliable, irresponsible, disruptive, demonstrates inappropriate behavior or fails to adhere to the policies of PPS.

PPS Logo designed by Nathan Cooper A rainbow flower of life symbol

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