



The Association Of Wildlife Conservancy Rangers Kenya

MEMBERSHIP GUIDELINES AND
CODE OF CONDUCT





THE ASSOCIATION OF WILDLIFE CONSERVANCY RANGERS KENYA

A. ASSOCIATION MEMBERSHIP

- The Association of wildlife Conservancy Rangers in Kenya (AWCRK) is a national body representing conservancy rangers across the entire network of community and private conservancies in Kenya. It was registered on 15th October 2018 under the Societies Laws of Kenya, Reg No: 51083
- Wildlife Conservancy rangers play a key role in biodiversity conservation and in fostering trust between conservation actors and the local community. A conservancy ranger is a community leader charged with a role to ensure the community resources are safeguarded and the human rights are upheld.
- The code of conduct for the Association are designed to ensure high level of integrity, respect to the profession and self-governing. As a member of the Wildlife Conservancy Rangers Association, you are required to adhere to the code of conduct of the organization, which are guided by the values that define the organization's existence. These values and code of conduct illustrates the larger picture of association membership.
- Our members pledge to promote good practice that allows for effective and professional ranger workmanship, as well as to strengthen the reputation and understanding of the conservancy ranger's profession in Kenya.

I. Criteria of Admission to Membership

- I.1. The following are the requirements for full membership of the Association.
- I.2. Be employed by a legally established wildlife conservancy recognized by KWS and/or KWCA.
- I.3. Be employed as a ranger by a conservation institution with activities in community and private lands.
- I.4. Agrees to be bound by AWCRK constitution.
- I.5. Subscribe to the Code of Conduct of the Association

- 1.6. Assent to and be guided by the Conservancy Rangers Standard Operating Procedure
- 1.7. Pays the annual membership fees as stipulated by the constitution.
- 1.8. Application is reviewed by the Association management committee.

2. WHY YOU SHOULD BECOME A MEMBER

As a member of the Association, you join a network of like-minded rangers, in Kenya, Africa and Globally.

- 2.1. Membership of the Association accords every member an opportunity to link up with the activities of the Game Rangers Association of Africa (GRAA) and International Rangers Federation (IRF) by virtue of the association being a member of the continental and global bodies for rangers.
- 2.2. Participate in the Association coordinated activities including the conservancy rangers exchange program, opportunity to meet, network and exchange ideas and experiences with other conservancy rangers in various landscapes in Kenya and eligible for nomination to attend the continental and globally rangers' assemblies.
- 2.3. As a member, you will have access to a number of professional development resources, as well as reading guides, publications, reports and newsletters to help you advance your career as a conservancy ranger and in the conservation sector.
- 2.4. Through our mentorship programme, you get the opportunity to be a mentor or a mentee that allows you to learn more about the conservation sector, outside your area. Mentorship relationships have proven to be far superior to paying money to a self-proclaimed expert. You will have a chance to be nurtured or to nurture others to grow professionalism in the field of rangers.
- 2.5. Equipment resource support. The Association plans to mobilize resources to address gaps in resources and work-related equipment to rangers across the entire network of private and community conservancies.
- 2.6. The Association of Conservancy Rangers offers the ability to combine rangers' voices into one. This gives you the opportunity to discuss policy reforms and regulations that can impact your profession as a conservancy ranger.
- 2.7. You will have the opportunity to enhance your brand or organization brand and share your story, including your landscape conservation challenges by being cited in high-profile reports. Visibility may also bring about funding, partnerships, and organizational support.

3. Membership Fee

- 3.1. A member will contribute a standard membership fee of **Ksh 500** charged annually. This is referred to as a dedication and membership fee to the association's values.
- 3.2. The fee shall be income for the Association to support its own operations and may be reviewed upon approval by the members annual meeting.

B. ASSOCIATION VALUES

Members of the Wildlife Conservancy Rangers Association are expected to uphold the following values as a reflection of what the organization stands for when carrying out its agenda.

1. Respecting for natural and cultural values

- 1.1 As a member of the WCRA-K, you are expected to be culturally self-aware and respect the cultural values and belief systems of the community you are serving.
- 1.2 Conservancy rangers are expected to conserve the natural environment and biodiversity in their area of jurisdiction.
- 1.3 You are expected to undertake your work diligently to ensure biodiversity is safeguarded and any unusual occurrence activities must be reported timely to the conservancy manager or respective KWS officer.

2. Accountability

- 2.1 WCRA-K is committed to the principal values of ethics and human rights. Its diverse membership is united by a commitment to fairness, integrity, impartiality, and tolerance.
- 2.2 Members are expected to take responsibility for their actions and to be open and honest in carrying out their responsibilities. Thus, they are expected to conduct themselves in ways that do not portray discrimination, abuse, intimidation, or harassment, and to do so in accordance with applicable laws, professionalism, and established guidelines and values.
- 2.3 In principle members shall be guided by the Conservancy Rangers SOPs that integrate human rights in conservancy operations.

3. Excellence

- 3.1 WCRA-K upholds the value of excellence in performing duties to members and by its membership at the organizational level.
- 3.2 Member rangers are expected to be positive and proactive while providing services, as well as to be polite, respectful, professional, and responsible when interacting with both internal and external parties.

4. Respect

- 4.1 As a WCRA-K member ranger, you are expected to treat indigenous people, the local community, colleagues, other stakeholders, and the public with respect and courtesy while upholding the applicable laws.
- 4.2 Member rangers are expected to foster trust by engaging in open dialogue and acting transparently while respecting the values, individual rights, cultures, customs, knowledge, and livelihoods of the communities with which they interact.
- 4.3 Information should be treated with respect and disclosed only when necessary, in the course of their duties.

5. Collaborative, loyalty, and Leadership

- 5.1 Teamwork and collaboration play a key role in moving any action forward. Member Conservancy rangers are encouraged to inspire one another through leading by example, supporting and mentoring one another and encouraging open and effective dialogue. This is to create a culture of common values of wildlife protection and service to society.

6. Safety

- 6.1 As an association we strive at ensuring the safety of our membership and other stakeholders during their workmanship.
- 6.2 Our member rangers are expected to maintain absolute safety for both themselves and others including the organizations they work for and avoid unnecessary risks during their missions.

7. Fortitude

- 7.1 WCRA-K encourages its member conservancy rangers to act swiftly and decisively when the actions of other parties or stakeholders contradict the values or code of conduct of the association and organization of jurisdiction.
- 7.2 You are expected to be courageous in carrying out your duties in the face of danger, criticism, or threats.

C. CODE OF CONDUCT

As a conservancy ranger, you are dedicated to conserving wildlife and cultural heritage in your conservancy or areas of work. At all times, you are expected to uphold the rangers' values, honor, and profession including all applicable laws and professional guidelines.

I. Professionalism

- 1.1 As a member of WCRA-K, you are expected to take pride in your profession and to carry out your responsibilities diligently and to the best of your ability.
- 1.2 You are expected to understand your duties and responsibilities, including any instructions given to you, and to seek clarification whenever necessary.
- 1.3 Furthermore, you are expected to constantly seek knowledge to advance your profession and apply it in your work.
- 1.4 Even in the face of adversity, you will accept responsibility for your actions and act with integrity, honesty, and positivity.
- 1.5 Understand that any unprofessional conduct you engage in as a member of the Association may have safety, reputational, and legal consequences for you, your colleagues, your conservancy, and the Association to which you are affiliated.
- 1.6 You are expected to engage your conservancy manager, conservancy management committee, the community you serve, colleagues, and other stakeholders in a professional and respectful manner that fosters positive relationships through respecting cultures, customs, rights, social norms, knowledge, and livelihoods.

2. Integrity and Transparency

Integrity and transparency are central to the WCRA-K operations and actions as an organization, and this virtue is shared across and within our entire membership.

- 2.1 As a member of WCRA-K, you are expected to avoid situations in which your personal, community, or involved stakeholders' interests conflict with your assigned duties. You are expected to declare them if they do.
- 2.2 You are not expected to provide any benefit, favours, or advantages that could jeopardize your role as a wildlife conservancy ranger.
- 2.3 You not expected to commit or aid in the commission of a felony or to engage in activities that may jeopardize the integrity of the conservancy ranger profession.
- 2.4 You must actively oppose corruption or bribery in order to obtain preferential treatment, information, or to aid or abet an illegality or crime and must report such incidences to the relevant authorities.

3. Respect for Human rights and dignity

Respect for human rights and dignity is central to the organization's operations procedures and responsibilities.

- 3.1 As a member of WCRA-K, you are expected to follow the 2nd Edition of the Standard Operating Procedure (SOPs) of Wildlife Scout terms and the Conservancy Managers Human Rights Handbook, both of which reference the United Nations Universal Declaration of Human Rights.
- 3.2 It is expected that you treat everyone with equal respect, dignity and fairness without nepotism or favours.
- 3.3 You are not expected to discriminate, harass, or abuse anyone under any circumstances whether physically or verbally.
- 3.4 You are expected to respect everyone, regardless of gender, age, race, socioeconomic status, ethnicity sexual orientation, political affiliations, or religious beliefs.
- 3.5 As a patriot, you are expected to report any violations or wrongdoing to the appropriate authorities.

4. Legality

- 4.1 As a member of WCRA-K, you are obligated to become acquainted with and abide by the laws and regulations pertaining to your line of work as a wildlife conservancy ranger.
- 4.2 You are only expected to issue and carry out legal orders and instructions.
- 4.3 You are expected to use established procedures and powers to the best of your ability to prevent violations of laws and regulations.

5. Confidentiality

- 5.1 As a wildlife conservancy ranger, you are expected to treat information with extreme discretion and not to disclose or spread any sensitive information pertaining to your employer, conservancy, wildlife conservation and the Wildlife Conservancy Rangers Association Kenya.

6. Safety

- 6.1 During missions and operations, WCRA-K member conservancy rangers are expected to prioritize the safety of themselves, colleagues, indigenous communities, or other parties, including the environment and wildlife.

- 6.2 Our member conservancy rangers are expected to be physically and mentally fit to perform duties, and are strongly discouraged from using illegal drugs, alcohol, or intoxicated substances while on duty.

7. Use of Firearms

- 7.1 Our unarmed member rangers are expected use their negotiation skills to engage the community and conservancy visitors.
- 7.2 As an armed member of WCRA-K, you must ensure that you are legally permitted and trained to bear and operate any firearms or weapons entrusted to you, and that you only use the firearm or weapon in accordance with your mandate.
- 7.3 Recognize that the security of the firearms and weapons entrusted to you is your responsibility and ensure that they are stored in a secure location free of vandalism or burglary.
- 7.4 When faced with an imminent threat of death or severe injury, you are expected to use firearms and weapons only in accordance with established procedures for animal management and control, self-defence, or in the defence of others.

8. Use of force

- 8.1 A wildlife conservancy ranger's primary goal is to communicate and engage in proactive efforts to change the behaviour of those who violate established laws and regulations.
- 8.2 Our member rangers are expected to use force only as last resort to make a situation safe as they perform duties within the law.
- 8.3 As a member wildlife conservancy ranger, you must be mindful that you are entirely responsible for the use of force and must remember this before taking any action.

9. Protection of persons and wildlife

- 9.1 As a WCRA-K member, you are expected to protect the rights and well-being of those in your care and must not act in ways that depict or promote bigotry, torture, brutality, inhuman or degrading treatment, or retribution of others.

10. Response to violation of this code of conduct

- 10.1 WCRA-K members are expected to disclose concerns or challenges using existing procedures if the activities of colleagues or others in the organization or conservancy breach the rangers' values or the Association's code of conduct.

I. As a member of the Association, I am aware that contravening any provision of the Association Values and Membership code of conduct may result in expulsion from membership of the Association.

Name: _____

Sign: _____

Date: _____



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