

Hives for Heroes

save bees – save vets

Hives for Heroes Mission

Hives for Heroes is a national military veteran non-profit organization focusing on honey bee conservation, suicide prevention, and a healthy transition from service. Through the national network of beekeepers and veterans we provide purpose, education, and healthy relationships fostering a lifelong hobby in beekeeping.

Purpose of the Code of Conduct

The Hives for Heroes Code of Conduct serves as an important resource to ensure our daily interactions are conducted with integrity and respect. The Code clearly conveys to each of us that the manner in which we conduct ourselves to achieve personal and business goals. The Code applies to all Hives for Heroes participants, including team members, area leaders, NewBEES, Mentors, and Volunteers. Partners and suppliers are also subject to similar requirements, as adherence to the Hives for Heroes Third Party Code of Conduct is a condition for conducting business with Hives for Heroes.

Each staff and leader is responsible for demonstrating integrity and leadership by complying with the Code, the Business Practices Guidelines, Company policies and all applicable laws. By fully integrating ethics and integrity in our ongoing business relationships and decision-making, we demonstrate a commitment to a culture that promotes the highest ethical standards. It is Hives for Heroes' policy and practice to maintain the highest ethical standards, and to create a culture free of inappropriate or unlawful behavior, in which people are encouraged to share their concerns with the program without fear of retaliation.

If you have any questions or concerns about interpreting or complying with the Code or any related Hives for Heroes policy or procedure, please contact support@hivesforheroes.com.

Failure to comply with the Hives for Heroes Code of Conduct can result in removal from the social media platforms, removal from the program, and/or legal action.



External Conduct with 3rd parties, businesses, and/or partnerships

When acting as a contact point on behalf of Hives for Heroes, staff and leaders are to act in the best interest of the program. Partnerships and relationships are not to be self-advancing. If anyone has questions or would like additional contact information, please refer them to the website [www.hivesforheroes.com] or email support@hivesforheroes.com to be connected with the appropriate team member.

Personal Marketing/ Creating Marketing Materials

Team members, area leaders, participants, NewBEES, Mentors, and Volunteers within Hives for Heroes should not create any of their own personal branding or marketing materials using the Hives for Heroes name, logo, or likeness. This includes, and is not limited to, business cards, websites, promotional items, shirts, flyers, honey bottle labels, etc. Any and all marketing will come from headquarters to ensure consistent messaging and branding. Hives for Heroes is a registered trademark and the use of the logo or branding without consent is prohibited.

If you have an idea or would like to request marketing materials, please contact pr@hivesforheroes.com

Social Media Guidelines

While online and interacting with the Hives for Heroes Facebook group, HFH Facebook page, HfH Instagram page, HFH Youtube, etc HFH social media platforms, please remain respectful of others. Photos, videos, and comments posted that reasonably could be viewed as obscene, threatening or intimidating, that disparage participants or that might constitute harassment or bullying will not be tolerated. Inappropriate postings that may include discriminatory remarks, harassment, and threats of violence or similar inappropriate or unlawful conduct will not be tolerated and may subject you to removal from the group page up to and including removal from the program.

Donations and Gifts

Donations should be funneled through the Giving platforms on the Hives for Heroes' website. Any donations whether monetary or equipment to a local chapters should be used for the benefit of the HFH veteran[s]. Failure to comply will result in legal action.



NewBEE Roles and Expectations

A NewBEE is a veteran in the Hives for Heroes program that is interested in beekeeping, woodworking, or is participating in any functional area. NewBEEs are matched with a local area mentor based on the application submitted to Hives for Heroes online. Upon finding a mentor in their area, Hives for Heroes will schedule a conference call with the NewBEE and Mentor so there is a warm hand off.

NewBEEs are responsible for the purchase of their own personal protection [starting off it is recommended to have a bee suit and gloves]. During the first year, the NewBEE and Mentor will work together on one allocated hive, typically in the mentor's yard/apiary. The Mentor will pass on beekeeping skills and knowledge. The NewBEE is expected to follow and listen to instruction, absorb information, and begin to get more involved in beekeeping.

Mentor Roles and Expectations

A Mentor in the Hives for Heroes program is a beekeeper with 3 or more years of successful beekeeping. Mentors are matched with a local newBEE based on the application submitted to Hives for Heroes online. Upon finding a newBEE in the area, Hives for Heroes will schedule a conference call with the Mentor and NewBEE.

We ask that you continue with your beekeeping practices, the only difference being, have a NewBEE veteran in attendance. Allocate one hive in your yard/apiary for you and the NewBEE to work together. At the end of the year long mentorship, mentors agree to donate a 50% split to the NewBEE.

Volunteer Roles and Expectations

A Volunteer in the Hives for Heroes program is anyone who is interested in supporting the mission of Hives for Heroes.

Hives for Heroes has the following functional areas:

Administration - Membership Support

Marketing - Community Engagement / Social Media

Memorial Hives [only in Houston]

Operations - Apiary Management / Production

Sales - Community Partnerships

Wood Working [only in Houston]

