

The Still Place, Inc.
VOLUNTEER SERVICES AGREEMENT

This Volunteer Services Agreement (hereinafter, "Agreement") made on _____ [Date] between THE STILL PLACE, Inc (hereinafter, "TSP") and _____ [Volunteer Name] (hereinafter, "Volunteer").

WITNESSED: Whereas, the volunteer intends to donate services to TSP , and TSP intends to accept the donation of volunteer services.

Position of Responsibility: The Still Place accepts the above named volunteer for the position of _____.

Dates of Service: This Agreement is for the calendar year indicated below in the applicant signature block.

The volunteer position offered by TSP is contingent upon acceptable verification of all information supplied by the applicant including criminal background/reference checks and completion of a comprehensive medical history/physical form.

The Agreement between the Volunteer and TSP are as follows:

Policies and Procedures. As a Volunteer, I agree to comply with all the items contained in the volunteer handbook and/or job description provided by TSP, to fulfill any additional responsibilities required by TSP, and abide by all its rules, regulations, policies, and procedures.

Agreement Termination. In addition to grounds for termination stated in other provisions of this Agreement or any other governing or instructional document provided to Volunteer by TSP, the following shall also be grounds for dismissal:

- A. If a Volunteer is absent from TSP without notifying the designated TSP representative
- B. If Volunteer's services, conduct, or influence is/are deemed to be unsatisfactory or detrimental to the best interests of TSP and its guests, employees, volunteers or other persons affiliated with TSP
- C. If Volunteer fails to comply with any terms of this Agreement or other governing or instructional documents provided by TSP.
- D. If TSP determines Volunteer suffers from any medical condition or physical, mental, or emotional impairment that would prevent Volunteer from fulfilling her/his obligations; or would pose a risk to the safety or health of other guests, employees, volunteers or other persons affiliated with TSP.

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Photo Release. Volunteer hereby agrees that TSP, including any of its representatives, agents, or authorized media personnel may, at any time use electronic, digital, and/or hard copy images, audio and/or video recordings, or other reproductions of Volunteer, either alone or in groups, for publicity, educational, fundraising, and other purposes that advance the mission of TSP.

Injury. TSP shall not be responsible for any injury suffered by Volunteer while engaging in, supervising, observing, traveling to or from TSP activities. If TSP deems it is in the best interest of Volunteer to use outside medical assistance or to have Volunteer hospitalized, Volunteer hereby agrees that TSP shall bear no liability for the medical care provided or the costs thereof. Furthermore, TSP is not responsible for injury or illness incurred while on premises or off site while engaging in , supervising or observing TSP related activities.

Confidentiality. Volunteer acknowledges and understands that she/he may be provided with confidential information about TSP's guests with whom Volunteer may be interacting. Any information that the Volunteer learns about TSP's guests is confidential and such information shall not be disclosed to anyone. The Volunteer agrees to maintain complete confidentiality during the period of her/his services and any and all time following such period. *Use of guests' information and/or any images of guests on any electronic and print media is strictly prohibited. This includes the Internet, all forms of social media including Facebook, blogs, websites, podcasts, and other uploaded media content. Unauthorized use of guests' information and/or above described images is grounds for immediate dismissal.*

Transportation. The Volunteer shall arrange her/his own transportation to and from TSP and TSP activities. The volunteer shall not transport guests in their private vehicle. The Volunteer shall only transport other volunteers if written consent to do so is provided by the parents of all volunteers under the age of 18 who are both provided transportation and being transported.

Volunteer Decorum. TSP guests, employees, and other persons affiliated with TSP look to Volunteers as leaders within our community. Therefore, personal conduct both on and off the job will reflect upon TSP. It is the policy of TSP that the Volunteer shall comply with all local, state, and federal laws both on the job and off. *Failure to comply with all local, state, and federal laws by Volunteer is grounds for immediate dismissal.*

Indemnification of The Still Place: The volunteer hereby agrees to assume full responsibility for any goods and/or merchandise brought by the volunteer to TSP, and further agrees that TSP will not be held financially liable for the loss or damage to any such goods and or merchandise whether through theft, fire, laundry, accident, vandalism, etc. Furthermore, the volunteer agrees to assume full responsibility for any damages or destruction of property incurred by the volunteer due to intentional misuse or abuse of any of The Still Place's equipment /facilities. Said responsibilities shall include reimbursing The Camp for repairing or replacing equipment and/or facilities.

Use of Alcoholic Beverages. Alcoholic beverages are not permitted by volunteers on TSP's premises, unless otherwise instructed by TSP CEO, Vice President, or Executive Director. Consumption of alcoholic beverages outside of the Volunteer service period is a personal decision, provided the Volunteer is over the age of 21. However, public intoxication, disorderly conduct, or any such conduct that would bring disrespect or harm to TSP will not be tolerated and may be subject to

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dismissal. Should Volunteer be found to be under the influence of alcohol while performing his/her duties, said Volunteer shall be dismissed immediately.

Use of Illegal Drugs. The use of illegal drugs by Volunteer while performing her/his obligations is deemed grounds for immediate dismissal. Should Volunteer be found to be under the influence of illegal substances while performing his/her duties, said Volunteer shall be dismissed immediately.

Tobacco. TSP is a tobacco-free facility. Any form of tobacco use, including vaping and the use of associated paraphernalia, on TSP grounds, in its facilities and outbuildings, and any other property owned, managed, and/or operated by TSP is strictly prohibited.

Responsibility and Commitment. The Volunteer asked to carefully plan her/his time so that personal responsibilities and obligations do not conflict with assigned volunteer duties. TSP depends greatly on its volunteers and expects the Volunteer to take her/his role seriously, following through with all stated duties, tasks, and obligations outlined in the job description and any other document that includes work to be performed by the Volunteer. If a Volunteer is unable to perform any duty, task, and/or obligation, she/he must contact her/his direct supervisor as soon as possible to avoid the disruption of guests' experience and general operations of TSP. *This Agreement is not binding until Volunteer background check has cleared and all other requirements are met.*

Background Checks. Proof of valid Driver's License must be provided. If over the age of 18, Volunteer must submit to a background check, and her/his background check must clear before performing any volunteer services at The Still Place. Moreover, all volunteers must submit to a background check after two years, and every two years thereafter.

Voluntary Disclosure Statement. By signing this Agreement, I swear and affirm that I have not been convicted, pled guilty, pled no contest, nor have been adjudicated on any felony charge, or misdemeanor charge involving a crime of dishonesty or moral turpitude, nor for any crime for which the punishment exceeds imprisonment for one year, nor do I have any charges pending against me since the time TSP has secured the results of my most current criminal record.

It is hereby agreed that any special clauses that may be attached hereto are made part of this Agreement.

Volunteer Signature: _____ Date: _____

Printed Name: _____ DOB: _____

The Still Place Representative Signature: _____ Date: _____

Parent/Guardian Signature if under the age of 18: _____

Date: _____