

EVERYONEHUMAN **VOLUNTEER POLICY AND RELEASE**

Purpose: The purpose of this policy is to provide you information and guidelines that will allow you to get the most from your volunteering experience while understanding your role and responsibilities during service. The scope of your relationship with the nonprofit everyOnehuman is limited to a volunteer position and no compensation is expected in return for your services. everyOnehuman accepts the services of all volunteers with the understanding that such service is at-will and at the organization's sole discretion. Volunteers understand and agree that everyOnehuman may at any time, with or without cause, decide to terminate a volunteer's relationship with everyOnehuman, and similarly, volunteer may at any time choose to end his/her relationship with everyOnehuman.

Screening Process: Before volunteering, I understand that I am required to complete the following:

- Statement acknowledging and agreeing to this Volunteer Policy and Release;
- A Volunteer profile form; and
- Any additional requirements the particular volunteering activity requires (e.g. background check, additional waiver form, etc.).

Waiver and Release: I acknowledge that my participation with everyOnehuman involves risk and may result in various types of injury or harm. I release and forever discharge, and will indemnify and hold harmless everyOnehuman and its employees, officers, agents, employees, participants, partners, contractors, affiliates, successors, and assigns from any and all liability, claims, and demands of whatever kind or nature, either in law or in equity, which arise or are related to my actions, inactions, or the services I provide. I understand and acknowledge that this Release discharges everyOnehuman from any liability or claim that I may have with respect to bodily injury, personal injury, illness, death, or property damage that may result from the services I provide or occur while I am providing volunteer services. Further, I understand that everyOnehuman does not provide me with any financial or any other assistance, including, but not limited to, medical, health, or disability benefits or insurance of any nature.

Photographic and Copyright Release: In return for being allowed to participate in the activities, I grant and convey to everyOnehuman all right, title, and interests in any and all photographs, images, video or audio recording of myself or likeness or voice made by everyOnehuman in connection with the providing of services. I further grant and convey to everyOnehuman all right, title, and interests in any and all works, including but not limited to publications, photographs, images, video, or audio recording taken and/or produced by me in connection with the providing of services.

Confidentiality: I understand that I may not disclose, divulge, or make accessible confidential information belonging to, or obtained through their affiliation with everyOnehuman to any person, including relatives, friends, and business and professional associates, other than to persons who have a legitimate need for such information and to whom everyOnehuman has authorized disclosure.

I am of legal age and am freely signing this agreement, or am signing on behalf of a minor over whom I have parental or custodial authority:

I will return all documents, papers, and other materials, regardless of medium, which may contain or be derived from confidential information, in my possession, at the end of my relationship with everyOnehuman. I further understand and agree that in the course of performing certain volunteer services, I may come into contact or learn protected health information of individuals. I will regard all patient information, including identity, diagnosis, condition, etc. as strictly confidential. This policy is not intended to prevent disclosure where disclosure is required by law.

Social Media: everyOnehuman recognizes that you may engage in communication and posting through social media, including but not limited to, Facebook, LinkedIn, Twitter, YouTube, etc., in the course of providing services. I agree to be mindful of my use of social media as it could have an adverse effect on everyOnehuman's mission and the privacy of its participants. I agree to not:

- Create or share content on social media which negatively impacts everyOnehuman's brand or reputation;
- Discredit, disparage, or defame the mission, services, or policy positions of everyOnehuman, or any of its services or participants;
- Disclose the name or personal identifying information of any staff, volunteer, or participant without his/her permission; and
- Create or share content that violates any local, state, federal, or international laws or regulations, including, without limitation, uploading or posting content which impersonates/misrepresents, infringes copyright laws, contains obscene or defamatory content, is unsolicited/unauthorized (spam), or knowingly transmit software viruses, malware, or disabling code.

everyOnehuman will routinely monitor the online content on all of its social media sites and may in its sole discretion restrict, block, suspend, terminate, delete, or discontinue any volunteer's access to such sites at any time, without notice.

Harassment: everyOnehuman is committed to maintaining an inclusive environment that is free of harassment. Harassment of any kind, whether verbal, physical, or visual, that is based on an individual's race, ancestry, national origin, religion, age, disability, sex, or sexual orientation is expressly prohibited and will not be tolerated. Volunteers are urged to immediately report any harassment they experience or witness.

Prohibited Activities: I will not:

- Represent everyOnehuman without express approval (e.g. letters to members, social media posts, sponsorship/fundraising requests, legal representation, etc.);
- Receive personal or monetary compensation for my role with everyOnehuman
- Implement new services or programs on behalf of everyOnehuman without written approval;
- Purchase any products or services on everyOnehuman's behalf without permission; or
- Interfere with or disrupt the duties or volunteers, participants, officers, or board members.

(Signature of Volunteer)

(Date)