

As a volunteer for Help along foundation (HAF), I understand and agree to the following:

1. *Relationship.* My relationship with HAF is that of a volunteer, not an employee, and I expect no compensation in return for services I may provide.
2. *Assumption of Risk.* I understand that the services I provide may include potentially hazardous activities. I assume all risk of harm or injury that may result from my participation as a volunteer.
3. *Waiver and Release of Liability.* I release and forever discharge and hold harmless HAF and its affiliates from any and all liability, claims, and demands of whatever kind, which arise from the services I provide to HAF. I understand that this Waiver and Release discharges HAF from any liability or claim I may have against HAF with respect to bodily injury, personal injury, illness, death, or property damage that may result from the services I provide on behalf of HAF.
4. *Insurance and Medical Treatment.* I understand that HAF does not assume any responsibility for or obligation to provide me with financial or other assistance, including but not limited to medical, health, or disability benefits or insurance. I waive any claim for compensation or liability on the part of HAF beyond what may be offered freely by HAF in the event of injury or medical expenses incurred by me. Further, I release and forever discharge HAF and its employees from any claim which arises on account of any first aid, treatment or service rendered in connection with my volunteer work.
5. *Photographic Release.* I authorize HAF to use any photographic images, video or audio recordings of me or my likeness, and statements or testimonials made by me as a volunteer. I agree to such usage by HAF without need for payment or compensation to me.
6. *Confidentiality.* Except as expressly authorized by HAF employee representatives, I agree not to disclose to anyone outside of HAF any information or materials identified by HAF as Confidential. This includes, but is not limited to donor information or HAF financial information.
7. *Created Materials.* I agree that HAF shall be the owner of all right, title and interest in any materials, reports, information, documentation or other works created by me as part of my volunteer services.

The following standards of conduct for volunteers have been established to help protect you, HAF, children, and our donors as you represent Help along foundation in speaking out on behalf of children in need.

- I understand that HAF is an international partnership of people with a heart of humanity committed to the care and protection of children around the world, including to the safeguarding of every child from exploitation, neglect, and sexual or physical abuse.
- As a HAF volunteer I agree to be mindful of the safety and protection of all children present at any event where I am participating as a volunteer and to immediately report ANY suspicion or concern I might have to a HAF staff member.
- If I see something that seems like it could be unsafe, I will speak up!
- I understand that no volunteer may be alone with a minor, unless the volunteer is the parent/guardian of that child. When I interact with a child or youth at a HAF event I will make sure I do so with another adult present.
- I will not exchange personal information with any child present at HAF events; neither will I allow others to do so.

- I will not post on the internet/social media any child ID numbers, biographical background, or other identifying information about children served by HAF and will not allow any picture folders of sponsored children to be taken by anyone other than that child's sponsor.
- I will uphold strict confidentiality around all donor information, including names and payment information, ensuring that such information is not copied or shared with anyone other than HAF.
- I will clearly represent myself as a HAF volunteer, not as a staff member.
- I will refrain from divisive and disrespectful theological and political dialogue and debates while volunteering for HAF, being respectful of the variety of cultures and faiths that I may interact with that may differ from my own.
- I will not speak on behalf of HAF with any media representatives. I will refer all media requests to the HAF media relations department.
- I understand I may be terminated as a volunteer at any time for conduct that violates these standards, for any illegal activity during my time as a volunteer, or for language or behavior that is viewed as threatening or intimidating to others.

I have read and understand HAF's Standards of Conduct for Volunteers and agree to follow them as a volunteer