

# Volunteer Agreements

## **Statement of Understanding**

In providing volunteer service, I agree to demonstrate, concern, and attention to each child in care without favoritism.

I agree to commit myself to being an active volunteer, positively engaged with the children and my surroundings, and to follow through with my assigned duties to the best of my ability, within the scope of my volunteer role. I further understand and agree that this commitment includes prompt attendance with regard to my volunteer shifts. If I am unable to attend my volunteer shift, I understand that it is my responsibility to notify the Nursery and I agree to promptly contact the staff so they may seek a replacement.

I will refrain from using my cell phone in the Nursery.

I understand the Saint Louis Crisis Nurseries is an Equal Opportunity Employer, Drug and Smoke Free, and that concealed weapons are not permitted on the premises, and I will notify a supervisor immediately of any observed violation occurring within the Nursery

I will demonstrate cooperation, use good judgment, and uphold the legal and social standards of the Crisis Nursery community, herein written in the volunteer agreements and as provided in orientation.

I understand diversity is both embraced and encouraged at the Saint Louis Crisis Nursery and understand that the Crisis Nursery strongly believes in the value of diversity. I further understand that the Nursery is committed to providing an environment of fairness and equitable treatment of everyone, regardless of race, religion, color or creed. Finally, I understand the Crisis Nursery strives to include a diverse Board of Directors, Advisory Board, Young Professionals Board, Parent Advisory Board, and team of volunteers.

I will maintain a positive, strengths-based approach in my interaction with the children. I understand it is not within my scope as a volunteer to discipline a child. I will ask the staff for guidance on any questions I may have pertaining to discipline.

## **Volunteer Universal Precautions**

I understand that in choosing to volunteer, I may be exposed to infectious body fluids. I agree to conduct myself at all times while volunteering at the Crisis Nursery as if a hazard existed. This means I will practice universal precautions (including but not limited to using gloves and other personal protective equipment) consistently anytime body fluids are present. I further understand if no protective equipment is present, I am to ask for it.

With signing of this form, I confirm that I have been trained to use Universal Precautions within the scope of my position at the Saint Louis Crisis Nursery and have received a copy of the *Saint Louis Crisis Nursery Guidelines for Handling All Blood and Body Fluids*. Further, my signature confirms that I understand it is my responsibility to

familiarize myself with these guidelines and I agree to bring any questions I may have to the attention of a volunteer manager/director or appropriate staff member.

### **Confidentiality**

Volunteers may not disclose, divulge, or make accessible confidential information belonging to, or obtained through their affiliation with the Crisis Nursery to any other person or entity.

All records, documents, photos, videos, and general identifying information pertaining to the children and families is considered confidential. Volunteers may not take photos or videos (including on cell phones) that include children or family members, and may not reveal the names or any other identifying information of children or family members using the nursery services. Failure to adhere to this agreement is a serious breach of ethics, as well as a potential civil and criminal offense.

I understand I may not disclose, divulge or make accessible confidential information belonging to, or obtained through my affiliation with the Crisis Nursery. I am aware that I may not take photos (even on phones) and/or videos of a child or family using the Nursery. I further understand that under some circumstances staff may disclose identifying information to persons when an appropriate authorization is present, but that will not be my responsibility as a volunteer.

I acknowledge my understanding that the principle of confidentiality applies outside of the Nursery, to information I may post on Social Networking Sites.

### **Release of Liability**

Effective the date of this signing, the undersigned agrees and does hereby release from liability and to indemnify and hold harmless the Saint Louis Crisis Nursery and any of its employees or agents representing or related to the Crisis Nursery. This release is for any and all liability for personal injuries (including death) and property losses or damage occasioned by, or in connection with any activity or accommodation for this event. The undersigned further agrees to abide by all the rules and regulations promulgated by the Saint Louis Crisis Nursery.

\_\_\_\_\_  
*Volunteer Signature*

\_\_\_\_\_  
*Printed Name*

\_\_\_\_\_  
*Date*

\_\_\_\_\_  
*Parent/Guardian Signature if under 18*

\_\_\_\_\_  
*Date*

\_\_\_\_\_  
*Witness Signature*

\_\_\_\_\_  
*Date*