

VOLUNTEER POLICY

Volunteers are those who do unpaid work (except for expenses), including judging. Volunteers are not free labor. They offer advantages to an organization, including knowledge and perspective from a variety of backgrounds.

Who Can Be a Volunteer?

Parents, friends, supporters, past FFA members and anyone wanting to support FFA, agricultural education and agriculture are welcome to volunteer.

Examples Of Volunteers

- Community groups
(especially service-related)
- Community individuals/leaders
- School/district employees
- Parents
- Students
- Former members
- Families
- Local farmers and ranchers
- Local implement dealers and other agribusiness representatives
- College, university and technical school faculty and students
- Sororities and fraternities
- Alumni and Supporters chapter members

Selecting Volunteers

Volunteers have unique skills and interests

- Volunteers will be matched with roles compatible to their skills and interests
- Volunteer time availability will be considered

Working with Minors

Volunteers can provide support in the positive development of youth, but it is important to ensure that volunteers are following all school/state policies in regards to working with minors.

- Volunteers should report any suspected child abuse to the Oregon FFA Association State Staff immediately. In addition, Child Protection Services and local law enforcement should be notified by the person who received the report.
- Volunteers must maintain the strictest confidentiality about the students, staff, parents and schools.
- Volunteers must uphold the same duties and responsibilities as regular employees in relation to privacy issues.
- Volunteers should never leave students unattended. They should make sure there are at least two adults present.
- Volunteers should only help students at public locations where other adults are present.

Volunteer Expectations

In my role as a volunteer, I will:

- Complete volunteer training as required
- Understand and support the mission and vision of FFA

- Attend necessary meetings and activities
- Be timely with meetings and activities and follow through with commitment.
- Demonstrate patience and listening skills
- Maintain confidentiality
- Deal with conflicts or difficulties in an appropriate manner
- Offer constructive feedback
- Not expect reimbursement for expenses, except where previously agreed upon in writing with state staff.

Standard Of Appearance

In my role as a volunteer, I will:

- Wear a nametag, when available
- Dress appropriately for the work being performed
- Avoid wearing hats while indoors
- Avoid attire with drug, alcohol or offensive language references
- Avoid torn, frayed, dirty or revealing clothing
- Minimize expensive jewelry

Volunteer Code Of Conduct

In my role as a volunteer, I will:

- Respect, adhere to, and enforce the rules, policies, and guidelines established by the Oregon FFA Association, including the Youth Protection Policy.
- Conduct myself in a courteous, respectful manner, exhibit sportsmanship and demonstrate reasonable conflict management skills.
- Be truthful and forthright when representing the agricultural education program.
- Under no circumstances allow, consume, or be under the influence of alcohol or illegal drugs at agricultural education program events or activities.
- Recognize that verbal or physical abuse, failure to comply with equal opportunity and anti-discrimination laws, or committing criminal acts are not acceptable practices in agricultural education programs.
- Accept my responsibility to represent agricultural education with dignity and pride as a positive role model for youth.
- Accept supervision and support from Oregon FFA State Staff and designated management volunteers.
- Participate in any necessary training.
- Operate machinery, vehicles, and other equipment in a safe and responsible manner when working with youth participating in agricultural education programs.
- Treat animals in a humane manner and teach program participants appropriate animal care and management.
- Use technology in a manner that reflects best practices in youth development.
- Accept my responsibility to promote and support the agricultural education program in order to develop an effective program.

Release And Waiver

- The Oregon FFA Association is a not for profit organization whose mission is to make a positive difference in the lives of young people by developing their potential for premier leadership, personal growth and career success through agricultural education. FFA invites the participation

of volunteers in support of its work. Completion of this release and waiver form is necessary for volunteers to engage in FFA activities and for FFA employees to serve as volunteers in activities on behalf of the organization.

Please read this information carefully before signing below!

- This release and waiver of liability is in favor of, and shall ensure to the benefit of, the Oregon FFA Association and its directors, officers, employees, representatives, agents, successors, assigns and any and all persons or entities on the Oregon FFA Association's behalf who may be liable (collectively "its representatives") and, further, shall be binding upon the undersigned and his/her heirs, personal representatives, successors and assigns. The Volunteer desires to participate as a volunteer for the above-mentioned organization event and engage in any and all activities related to being a volunteer for said organization event. The Volunteer understands that his/her engaging in these activities is a personal choice, that it is not mandated by FFA to participate in these activities. It is the expectation of the Oregon FFA Association that this Volunteer will take every precaution as mandated by the above-mentioned volunteer-event to ensure his/her own safety while volunteering for this event.
- **Release, Waiver and Assumption of Risk:** Acknowledging that potential risks may exist, and for and in consideration of the permission granted by the above-mentioned volunteer event to Volunteer to engage in this event, the Volunteer does hereby fully and finally release, discharge and indemnify and hold harmless the Oregon FFA Association and its representatives from any and all liability, claims, losses, suits, damages and demands of whatever kind or nature, including without limitation, reasonable attorney's fees that may be incurred by the Oregon FFA Association in connection therewith, either in law or in equity, for property damage or bodily or personal injury, including death, arising or resulting from, or in any manner related to, the Volunteer's activities, including property damage, bodily or personal injury and/or death that may be caused by the above-mentioned organization's negligence, and transportation to and from the volunteer site(s). The Volunteer hereby expressly and specifically assumes the risk of injury or harm to his/her person, including death and the risk of damage to personal property during the Volunteer's activities and hereby releases the Oregon FFA Association and its representatives from any duty or obligation owed to the Volunteer. The Volunteer understands and fully recognizes that this Release discharges the Oregon FFA Association and its representatives from any liability or claim that the Volunteer may have against the Oregon FFA Association with respect to any bodily or personal injury, including death, or property damage that may result from Volunteer's activities with the above-mentioned event, whether caused by the above-mentioned organization's negligence or otherwise. Volunteer hereby waives his/her right to make a claim or file a lawsuit against the Oregon FFA Association in the event of his/her bodily or personal injury, illness, death or property damage during the Volunteer's activities and, further, the Volunteer hereby releases and forever discharges the Oregon FFA Association from any claim whatsoever which may arise or result from any first-aid treatment or medical service rendered in connection with the Volunteer's activities.

Volunteer expressly agrees that this Release is intended to be as broad and inclusive as permitted by law, and that this Release shall be governed by and interpreted in accordance with Oregon law. Volunteer agrees that in the event that any clause or provision of this Release shall be held to be invalid by any court of competent jurisdiction, the invalidity of such clause or provision shall not otherwise affect the remaining provisions of this Release which shall continue to be enforceable.

In addition, I have read and understand the [Youth Protection Policy](#), expectations, code of conduct,

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deliverables, and time commitment necessary for a successful volunteer service engagement. I am confident that I can provide the necessary expertise, time and travel commitment to successfully achieve all requested outcomes and deliverables. I understand and will comply with all required expense reimbursement policies, processes and documentation tools.

Signed: _____

Date: _____

Print Name: _____