Volunteer Commitment and Consent Form for youth

I understand that my participation with/at the 2020 North American Indigenous Games is a voluntary activity and that the relationship intended by this description of expectations is NOT a legally binding agreement or employment relationship. I agree to perform my assigned tasks in a responsible manner, acting with fairness, honesty, integrity and openness, respecting the opinions of others and providing a positive and valued experience for those receiving service from within and outside of the 2020 North American Indigenous Games.

In consideration of being allowed to participate in volunteer activities, I hereby agree to the following responsibilities:

I will comply with the policies, procedures, rules and regulations of the 2020 North American Indigenous Games Local Organizing Committee (the Host Society), including complying with any contracts or agreements executed with or by the Host Society.

Upon request by the Host Society, I will obtain and provide to them a Criminal Record Check and/or Vulnerable Sector Check completed by the Halifax Regional Police, Local RCMP Detachment, or alternate police service, as approved by the Host Society. I understand that should I be charged or convicted of any charges as outlined in the Volunteer Policy and associated guidelines following the date of my completed criminal record check, I have an obligation to disclose the charge/conviction to the Host Society and that I will be asked to withdraw from the volunteer application process/as a volunteer until the charge is dealt with. The Host Society, in its sole discretion, will determine whether such offences pose an unacceptable risk to the safety and security of the Games and its participants and may terminate this Agreement immediately. Failure to participate in the screening process and submission of the required checks will result in my ineligibility to volunteer with/at the 2020 North American Indigenous Games.

I give permission to the Host Society to make inquiries of others that may include a background investigation to determine my suitability to act as a volunteer.

I will devote my full time and attention during volunteer hours to the Games and my prescribed duties.

I have read and agree to adhere to the Volunteer Code of Conduct.

I will comply with the following expected standard of ethical conduct at all times while volunteering with the Host Society:

I will treat others with respect and refrain from negative or disparaging remarks or conduct;

I will avoid and reject the non-medical use of drugs or methods;
I will refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious;

I will refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual advances or conduct of a sexual nature;

I will not publish, communicate, divulge or disclose to any unauthorized third party or parties any Confidential Information, without the prior written consent of the Host Society.

I will adhere to all the laws, rules and regulations of Halifax, Nova Scotia and Canada. I acknowledge that any volunteer found to be engaging in criminal or illegal activity will be referred to the Halifax Regional Police.

**Volunteer Code of Conduct**

I acknowledge that volunteers are subject to the following ethical guidelines:

a. Confidentiality
Volunteers must respect and maintain confidentiality regarding information that has come into their possession during their participation with the 2020 North American Indigenous Games. Confidential Information includes, but is not limited to, software, know-how, trade secrets, technical personal information, and business information relating to the Host Society’s plans, development models, inventions, products, services, finances, customers, members, marketing, future business and sponsorship plans and any other information which is identified as confidential by the Host Society. It also includes third party information which is received by the Host Society in confidence, including information received from clients, customers, potential business partners, sponsors, buyers and others.

b. Conflict management
Any conflicts within the volunteer workforce or with staff should be raised promptly so as to focus on respectful resolution. If a conflict arises in the work of the committee, which the individual is unable to resolve, the Committee Chair or staff lead should be contacted for assistance.

c. Contact with Media and Stakeholders
The Host Society wishes to establish widespread public awareness of the 2020 North American Indigenous Games. Volunteers are therefore welcome to take part in media interviews, write study assignments on our projects, etc. If a volunteer is contacted by the media, students, etc., their statements must be coordinated with the Chair of the committee with which they are associated. Volunteers may only express an opinion as volunteer workers. This means, for example, that they may not make general statements on behalf of the Host Society.

d. Drugs, Cannabis and Alcohol
The Host Society prohibits the possession, sale, distribution, use or being under the influence of illegal drugs, cannabis, alcohol, or any other substances that may affect performance and behaviour while working for the Host Society. The use of performance-impairing substances prior to and/or during a volunteer work shift is not allowed and may result in termination.
e. Equal treatment
Everyone who takes part in the 2020 North American Indigenous Games is to be treated equally and without fear of harassment. The Host Society has a zero tolerance approach with respect to personal/sexual harassment. 
Personal/sexual harassment in any form is strictly prohibited and may be grounds for termination as a volunteer.
Sexual harassment is any conduct, comment, gesture or contact of a sexual nature that one would find to be unwanted or unwelcome by any individual, or that might, on reasonable grounds, be perceived by that individual as placing a condition of sexual nature on employment or career development.
Personal harassment means any conduct whether verbal or physical that is discriminating in nature, based upon another person's race, colour, ancestry, place of origin, political beliefs, religion, marital status, physical or mental disability, sex, age or sexual orientation. It is discriminatory behaviour, directed at an individual that is unwanted or unwelcome and causes substantial distress in that person and serves no legitimate work-related purpose.

f. Use of NAIG2020 property and name
Any items, vehicles, property or other assets belonging to the Host Society are only to be used in connection with work for the 2020 North American Indigenous Games.

The 2020 North American Indigenous Games name must not be used in an attempt to achieve discounts in connection with the purchase of items for private use or to gain other privileges to which the volunteer is not legally entitled. All material that is devised for and with the 2020 North American Indigenous Games is the property of the Host Society, without the Host Society having to provide remuneration for such, including intellectual property rights and the right to make changes to what is produced. Photography or video recordings of events or volunteers may also be used by the Host Society for promoting, reporting, and marketing and in any other respect without volunteers opposing this or demanding payment for the use.

g. Use of technology
Personal use of 2020 North American Indigenous Games systems including internet, email, telephones and mobile devices is a privilege; 2020 North American Indigenous Games volunteers are expected to keep personal use at a reasonable level. Streaming media through 2020 North American Indigenous Games systems is for Games-related purposes only, if required by your volunteer position.

Waiver of Liability

I am participating voluntarily in the 2020 North American Indigenous Games. In consideration of my volunteer participation, I hereby acknowledge that I am aware of the risks associated with the Games.

I, the Volunteer, indemnify, release and hold harmless the 2020 North American Indigenous Games Host Society (Host Society) and its successors and assigns, as well as its affiliated partners, from any and all liability, claims, demands, actions, suits, causes of action, proceedings, expenses, costs, damages or
losses, loss of income, contingent or otherwise, of any kind, caused in any manner whatsoever, from my volunteer participation with the 2020 North American Indigenous Games and the Host Society.

I understand that this Waiver and indemnity discharges the Host Society from any liability or claim that I, the Volunteer, may have against the Games with respect to bodily injury, personal injury, illness, death, or property damage that may result, directly or indirectly, from my participation. I also fully understand that the Host Society does not assume any responsibility for or obligation to provide financial assistance or other assistance, including, but not limited to, medical, health or disability insurance, in the event of injury, illness, death or property damage.

**Personal Privacy - Consent**

As a result of my volunteer application, the 2020 North American Indigenous Games Host Society will have received personal information from me. In accordance with the Personal Information Protection and Electronic Documents Act (PIPEDA) and the policies of the 2020 North American Indigenous Games Host Society, personal information received from me will be held securely and in confidence, and will be used only for:

- Communication purposes
- Age verification
- General record keeping
- Use of your non-identifiable data for research purposes by the 2020 North American Indigenous Games Host Society

By sharing my personal information with you, I have consented to those uses and disclosures.

I consent to receive email or other electronic communications (or printed if electronic is not available) regarding volunteering with/at the 2020 North American Indigenous Games on a regular basis and understand there is no opt-out option as this is how I will receive important information about volunteering.

To the best of my knowledge, the information provided to the Host Society as part of my application is accurate and complete. I understand that any false, misleading and/or incomplete information may result in my removal from the volunteer program.

**Photo/Video Release**

I authorize the Host Society to photograph and/or record my image and/or voice (Images) and to use this material to promote the 2020 North American Indigenous Games through the media of newsletters, websites, television, film, radio, print and/or display form. The Host Society may crop, alter or modify images of me and combine such Images with other images, text, audio recordings and graphics without notifying me and retain all ownership over all images. I further consent that the materials and copyright will remain the sole property of the Host Society.
I acknowledge that I have carefully read this Volunteer Commitment and Consent Form. I hereby agree to abide by the terms and conditions outlined in this Agreement.

I hereby certify that I am the parent/legal guardian of ____________________________, a minor pursuant and that they have my permission to serve as a volunteer with the 2020 North American Indigenous Games. As the parent/legal guardian, I have read the consent form and fully understand the nature and extent of the risks involved with their participation as a volunteer.

______________________________
Signature of Volunteer or Parent/Legal Guardian

______________________________
Date