



TZOFIM - SHEVET HERMON VOLUNTEER AGREEMENT

The Tzofim Shevet Hermon Inc. relies on volunteers to support the activities and initiatives.

Tzofim Shevet Hermon Inc. has volunteer policies that specify the organization's expectations regarding conduct, expectations, and standards.

The Volunteer (Full Name):

and Tzofim-Shevet Hermon Inc. (hereinafter the "organization") have agreed to enter a volunteer relationship and wish to reflect the terms of their agreement in writing.

This volunteer agreement confirms that the parties have mutually agreed as follows:

Expectations

The organization's expectations are to ensure that you:

- Learn about your role and duties
- Get guidance and support in your volunteer role;
- Be reimbursed for pre-approved expenses for the organization.
- Be treated with respect
- Consider and hear your ideas

Responsibilities:

As a volunteer, you have the responsibility to:

- Be punctual for your volunteer duty or shift
- Be reliable and responsible
- Communicate any issues or concerns that you encounter during your volunteering
- Do your duties as assigned and directed
- Accept guidance from Chapter head ("Rosh Shevet")
- Be willing to learn and participate in orientation, and meetings
- Keep sensitive organizational information confidential
- Comply with the policies and procedures of the organization listed in this document below

Vulnerable Sector Screening (VSC)

Upon the request of the organization, the volunteer agrees to obtain and submit a VSC and will renew such a security check upon request of the Organization. The organization, in its sole discretion, will determine whether such offenses pose an unacceptable risk to the safety and

security of the organization and its members and may terminate this Agreement immediately. Failure to participate in the submission of a VSC will result in ineligibility to volunteer with the organization.

Online VSC application can be found <https://event.yrp.ca/OnlineClearance/>

Toronto [link](#)

Code of Conduct

Volunteers should recognize that they may be seen as representatives of the Tzofim Shevet Hermon.

A summary of the volunteer 'Standards' pertaining to Code of Conduct are below:

- Treat others with respect and refrain from negative or disparaging remarks or conduct
- Conduct yourself in a professional manner with participants and families.
- Refrain from any behavior 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.
- Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual advances or conduct of a sexual nature.
- Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- Speaking on behalf of the organization is prohibited unless authorization was received by Chapter head or the board of directors.
- Tzofim Shevet Hermon Inc. has zero tolerance for any behavior that constitutes abuse including harassment, sexual and otherwise.

Harassment

Harassment comprises any unwelcome or objectionable physical, visual or verbal conduct, comment or display, whether intended or unintended, that is insulting, humiliating or degrading to another person, or creates an intimidating, hostile or offensive environment and/or based upon the basis of race, ethnicity, language, religion, gender or sexual orientation, disability or age, or other immutable characteristics of an individual.

Examples of harassment include, but are not limited to:

Threats on any of the prohibited grounds under the Human Rights Code; derogatory written or verbal communication or gestures ;(e.g. name-calling, slurs, taunting pictures or posters, bullying, graffiti), that relate to any of the prohibited grounds under the Human Rights Code. jokes about race, ethnic origin or cultural differences; application of stereotypes or generalizations based on any of the prohibited grounds under the Human Rights Code.

Sexual Harassment

Sexual harassment means any unwelcome conduct, comment, gesture or contact of a sexual nature, whether on a one-time basis or in a continuous series of incidents.

Examples of sexual harassment include, but are not limited to: remarks, jokes, innuendoes or other comments regarding someone's body, appearance, physical or sexual characteristics or clothing; unwelcome or uninvited invitations or requests of a sexual nature; unwelcome questions or sharing of information regarding a person's sexuality, sexual activity or sexual orientation. displaying of sexually offensive or derogatory pictures, cartoons or other material unwelcome questions or sharing of information regarding a person's sexuality, sexual activity or sexual orientation

Violence:

Violence can take various forms, whether through physical action or through the use of words. Examples of violence include, but are not limited to:

Verbal:

Any statement or behaviour that could be interpreted as a threat to exercise physical force and which could cause physical injury. It is important to note that the tone of verbal communications will also characterize how words are perceived. We must be aware that age, culture, socioeconomic status and particular sensitivities affect how a person may perceive communications.

Physical:

Physical force or the attempt of physical force that could cause physical injury to a person.

Emotional:

Using the position of power to intimidate or show insensitivity toward the person. Emotional abuse demeans a person in such a way as to lower their sense of personal worth.

Other Examples include but are not limited to:

deliberate contraventions to the Ontario Human Rights Code and the AODA; speaking to the person harshly; theft; Confidentiality

As a volunteer you may come to know sensitive information about a Tzofim participant or their family member. Volunteers will not, during or at any time after the commencement of this Agreement with Tzofim Shevet Hermon Inc. use or disclosure or aid or abet others to use or disclose, any confidential information.

Liability Insurance

Volunteers, when acting in an approved activity, are insured under the Tzofim Insurance Program. If any incident occurs, notify the Chapter head / Merakez Boger immediately to ensure that proper steps are followed. While Tzofim Shevet Hermon takes appropriate precautions to ensure a safe activity, volunteering in this regard is at the volunteer's own risk.

General

The commitment on this document will continue to apply even after my activity/work/volunteering in the association ends.

The volunteer hereby agrees to abide by the terms and conditions outlined in this Agreement.

To evidence their agreement, the volunteer has signed this Agreement.

VOLUNTEER INFORMATION

Full Name

Phone

E-mail Address

Are you trained and certified to provide first aid?

<input type="checkbox"/> YES	<input type="checkbox"/> NO
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**If answered yes, please indicate the expiry date of certificate:*

Volunteer signature

Date: Click or tap to enter a date.

Thank you for your time and commitment, it is greatly appreciated!