

1.1. Introduction, Purpose and Scope

- 1.1.1. Pride Community Center of the Brazos Valley (Pride Brazos) values our volunteers, whether at an event, as part of leadership of the organization or in other programs we offer.
- 1.1.2. The purpose of this policy is to define that parameters associated with those who volunteer their time with us.
- 1.1.3. This policy applies to volunteers at all levels of the organization.

1.2. Definitions

- 1.2.1. A volunteer is an individual who performs hours of service for the organization without receipt of compensation, benefits or privileges for services rendered.

1.3. Conditions for serving as a volunteer

- 1.3.1. Volunteers do not speak for or represent Pride Community Center of the Brazos Valley unless specifically assigned such a responsibility by an officer of the organization. Only permitted individuals may represent the organization in official capacity in media or as to the official stance on issues for the organization. Volunteers are encouraged to talk up the organization in terms of programming, event offerings and expressed values as communicated by leadership.
- 1.3.2. Volunteers are not covered by organizational liability coverage except as such coverage is purchased to cover concerns for events or programs.
- 1.3.3. Volunteers are enabled to sign up for any shifts that match their availability and passions.
- 1.3.4. Volunteers are allowed their own viewpoints and positions on issues in accordance with communications policy and section 3.1 above.
- 1.3.5. Volunteers are expected to demonstrate inclusion and the utmost respect to all those in attendance at events and programs. This includes asking for pronouns to make sure

interactions demonstrate mutual respect. Do not assume how someone identifies.

- 1.3.6. Volunteers shall not use their position for self-gain.
- 1.3.7. Volunteers should report any concerns, problems or difficulties to any of the leadership for the organization present.

1.4. Confidentiality

- 1.4.1. Confidentiality is a vital component of the work done by Pride Community Center of the Brazos Valley (Pride Brazos). At the time of this document's drafting, social policy has been used to further disenfranchise members of the queer community. Transgender youth are at the highest risk. This policy serves to advise and create standards for confidential interaction.
- 1.4.2. Youth in particular may not be out to parents or caregivers. Identity and sexual orientation as expressed at events or in programs will be protected and guarded by all volunteers and staff to create a safe space for such attendees.
- 1.4.3. Not everyone is out to everyone in their life. Guarding the identity of those who interact with programs and events should respect this reality. As a general rule, do not divulge identities to third parties outside of events or programs. You can take what you learned away from a situation without divulging any sort of identifying information..

1.5. Limitations

- 1.5.1. Pride Community Center of the Brazos Valley reserves the right to limit the use of volunteers, adjust the hours of any volunteer or to reject the services of a volunteer in accordance with the needs of the organization.
- 1.5.2. The organization may terminate volunteer services for any reason, at any time, upon notice to the volunteer via email, chat or any other appropriate method for sound communication.
- 1.5.3. This agreement does not confer contractual rights.

I acknowledge that I have read over this policy