

World Vision Authorization, Waiver, and Release Form

The Volunteer understands, agrees, and freely, voluntarily, and without duress, gives this Release:

1. My participation with World Vision is as a volunteer and not an employee.
2. I assume all risks and liabilities that may result from my participation as a volunteer, and I release myself and my heirs, agents, executors, and administrators and forever discharge and hold harmless World Vision, its employees, representatives, and agents from any and all actions, cause of action, claims, demands, and liabilities arising out of injury to or damage sustained by me.
3. I indemnify World Vision against any and all liability or loss and against all claims or actions arising out of damage or injury to a person or property caused by me. I will not seek lost wages or other reimbursements that may incur due to volunteer-related injury.
4. I release and forever discharge World Vision and its employees from any claim whatsoever which arises on account of any first aid, treatment, or service rendered in connection with the Volunteer's work.
5. I authorize World Vision to publish, copyright, and lawfully use any photographic images, video, or audio recordings of me and any statements or testimonials made by me as a volunteer. I convey and grant all rights, including, but not limited to, any royalties, proceeds, or other benefits derived from such photographs or recordings.
6. I understand that volunteering with World Vision may include activities that may be hazardous to the Volunteer, including, but not limited to, lifting materials, bending, moving furniture, loading and unloading supplies, compactor and baler operation, trash removal and, use of tools and equipment.

Standards of Behavior and Responsibility

I. Expected standards of conduct:

It is impossible to list all forms of acceptable behavior, but the following is a partial list of conduct expected. As a volunteer, you should:

- A. Conduct yourself in ways consistent with World Vision's Christian identity
- B. Treat others with respect, dignity, and impartiality
- C. Adhere to safety, security, and health rules
- D. Use World Vision equipment and property appropriately
- E. Wear appropriate clothing

II. Inappropriate conduct:

Volunteers who serve with World Vision interact with people who share a variety of cultures, faiths, and perspectives. Because of our commitment to work toward child well-being, there are times that we refrain from certain behaviors that distract from our core purpose. Please refrain from:

- A. Public displays of affection
- B. Coarse or inappropriate language
- C. Divisive and disrespectful theological and political dialogue and debates

III. Prohibited conduct:

Violations of the following standards are grounds for immediate termination and/or referral to appropriate prosecuting authorities:

- A. Theft, fraud, or any other illegal activity
- B. Physical, verbal, or sexual abuse of any kind
- C. Sexual interactions of any kind, including physical touch, language and media of a sexual nature, sexual advances, sexual favors, and solicitations of sexual acts

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D. Exchange of money, employment, goods, or services for sex (including sexual favors or other forms of humiliating, degrading, or exploitative behavior); this includes the exchange of assistance that is already due to beneficiaries

E. Possession or use of alcohol or illegal substances or drugs

F. Fighting or threatening violence

IV. Rules for protecting children:

The following rules outline World Vision's commitment to create a safe world for children. They are an integral part of our identity and are designed to make sure that children who interact with World Vision staff and volunteers are safe from harm. As a volunteer, please adhere to these rules:

A. Always be in view of another adult when with a child. Do not spend time alone with a child unless the child is your own.

B. Adults are responsible for their behavior with a child.

C. Stop any interaction with a child if a child says stop or if the child appears uncomfortable with the interaction.

D. Always ask for permission from a child and parent(s)/guardian(s) if you wish to take a photograph.

E. Do not publish photographs of beneficiary children online or in any other media form without expressed written permission of World Vision, the child and the child's guardian(s).

V. Reporting incidents or concerns of unsafe situations:

As part of our team, if you encounter a situation that is unsafe, or suspect that a volunteer or child is in danger from a fellow volunteer, community member, or World Vision staff, please act as follows:

A. Take immediate steps to ensure the safety of the person.

B. Immediately contact a World Vision staff member, including the senior staff person present. If the senior staff person is involved in the event, please contact World Vision's chief legal officer at WVUSCLO@worldvision.org, 202.572.6337 or World Vision's Integrity Hotline at 866-885-5883.

World Vision believes that our staff, donors, sponsors, and volunteers have a calling from God to support and protect children. We strive to set the highest standard of behavior when working for those whom we are called to serve. We require all World Vision staff and volunteers to agree to our established standards of behavior and responsibility.

As a World Vision volunteer, I hereby agree with the standards in this document regarding my behavior. I will notify World Vision staff if I encounter any unsafe situation or environment while I am volunteering with World Vision.

Volunteer Name (please print)

Date

Volunteer Signature

For those under the age of 18, please have a parent/legal guardian complete the section below:

Volunteer Name (please print)

Date

Volunteer Signature