

# OAKVILLE SOCCER CLUB

## VOLUNTEER AGREEMENT



The Volunteer and the Oakville Soccer Club (hereinafter the “Organization”) have agreed to enter into 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:

### **Volunteer**

1. The Parties agree and acknowledge that the relationship intended by this description of expectations is NOT an employment relationship.

### **Police Record Check**

2. All volunteers over the age of 18 are required to submit a Police Records Check prior to the start of their volunteer placement. A new Police Record Check is required by the Organization every two years. The Organization, in its sole discretion, will determine whether such offences (if any indicated) 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 police records check will result in ineligibility to volunteer with the Organization.

### **Responsibilities of the Volunteer**

3. The Volunteer will:
  - a) Comply with the By-laws, policies, procedures, rules and regulations of the Organization, including complying with any contracts or agreements executed with or by the Organization.
  - b) Devote their full time and attention during volunteer hours to the business and interests of the Organization.
  - c) Complete the duties as described in Appendix “A”, if any.
  - d) Comply with the following expected standard of ethical conduct at all times, while volunteering with the Organization:
    - i. Demonstrate through words and actions the spirit of sportsmanship, sports leadership and ethical conduct;
    - ii. Treat others with respect and refrain from negative or disparaging remarks or conduct;
    - iii. Ensure the rules of soccer and the spirit of such rules are adhered to;
    - iv. Avoid and reject the non-medical use of drugs or methods;
    - v. Consume alcohol and tobacco products responsibly in association with Organization events;
    - vi. 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;
    - vii. Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual advances or conduct of a sexual nature;
    - viii. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities; and
    - ix. Adhere to all Federal, Provincial, Municipal or host country laws.

### **Confidential Information**

4. Confidential Information includes, but is not limited to, software, know-how, trade secrets, technical personal information, and business information relating to the Organization’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 Organization. It also includes third party information which is received by the Organization in confidence, including information received from clients, customers, potential business partners, sponsors, buyers and others.

5. The Volunteer agrees:
- a) Agrees not to publish, communicate, divulge or disclose to any unauthorized third party or parties any Confidential Information, without the prior written consent of the Organization.
  - b) Not to allow other persons or third parties access to the Confidential Information.
  - c) To comply with the requirements of the *Personal Information Protection and Electronic Documents Act*.
  - d) To use Confidential Information solely as may be required in connection with the Volunteer's responsibilities to the Organization.

**Image Release**

6. The Volunteer authorizes the Organization to photograph and/or record their image and/or voice and to use this material to promote the Organization through the media of newsletters, websites, television, film, radio, print and/or display form. The Volunteer further consents that the materials and copyright will remain the sole property of the Organization.

**Intellectual Property**

7. Copyright and any other intellectual property rights in all written material (including material in electronic format), software, databases, brands and other works produced by the Volunteer will be owned solely by the Organization, who will have the right to use, reproduce or distribute such material and works, or any part thereof, for any purpose it wishes. Upon the request of the Organization or termination of this Agreement, the Volunteer will return all Confidential Information and propriety information received in written or tangible form, including copies, or reproductions or other media, immediately of such request.

**Term and Termination**

8. There will be no automatic renewal of this Agreement. Volunteers wishing to continue volunteering must re-apply.
9. Either Party may terminate this Agreement immediately upon providing the other Party with written notice of their intention to terminate this Agreement, which will terminate accordingly.

**Assignment**

10. The Volunteer will not assign, either directly or indirectly, any obligation or entitlement that it has under this Agreement without express written consent of the Organization.

**General**

11. 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/checked the box below in acknowledgement of their agreement.

\_\_\_\_\_  
Name (Print)

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date