

# Volunteer Agreement



## 1 VOLUNTEER STATUS; NO COMPENSATION

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I understand and agree that my participation as a volunteer with Pink Pistols Chicago is strictly voluntary. I am not an employee or independent contractor of Pink Pistols Chicago. I will receive no wages, salary, or other compensation for my services, and I participate without expectation of future employment or payment.

## 2 CONFIDENTIALITY AGREEMENT

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I understand that Pink Pistols Chicago uses and will use proprietary and confidential information when performing the services offered by Pink Pistols Chicago and that such information (referred to herein as “Confidential Information”) may include but is not limited to:

- a. personal identifying, contact, or financial information of attendees or participants;
- b. contracts or other agreements by Pink Pistols Chicago with any and all other parties;
- c. sensitive financial information, account numbers, records, or instruments;
- d. documents, records, interviews, information, and discussions related to the Dispute Resolution Process and reports of alleged Code of Conduct violations; or
- e. any personal information of a sensitive nature;

However, Confidential Information does not include:

- a. information generally made available to the public by Pink Pistols Chicago;
- b. personal information freely provided directly to me by attendees or participants, if it is provided to me independent of and unrelated to my volunteer services; and
- c. information rightfully in my possession prior to signing this Agreement

I understand that as a volunteer, I may obtain or be aware of Confidential Information and agree that I will keep all Confidential Information strictly confidential. Specifically, I agree that:

- a. I will not release Confidential Information concerning any potential, current, or past participant other than to authorized Pink Pistols Chicago volunteers or representatives;
- b. I will respect the anonymity of all Pink Pistols Chicago staff and volunteers by not disclosing their personal information to anyone without expressed prior consent.
- c. I will not make use of any Confidential Information for my own benefit or for the benefit of anyone other than Pink Pistols Chicago; and
- d. upon termination of my volunteer status with Pink Pistols Chicago or at any time upon request, I will promptly return any materials that may contain Confidential Information.

These confidentiality obligations shall survive the termination of my volunteer relationship with Pink Pistols Chicago.

### **3 CONFLICTS OF INTEREST**

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Pink Pistols Chicago requires that all employees and volunteers avoid circumstances raising conflicts of interest or the appearance of a conflict of interest between themselves and Pink Pistols Chicago. I agree that I will disclose any circumstance giving rise to an actual or an appearance of a conflict of interest between myself and Pink Pistols Chicago.

I also agree that I will not conduct my work for Pink Pistols Chicago or personal activities in any manner that would obstruct the activities and services or adversely affect the public image of Pink Pistols Chicago. Pink Pistols Chicago reserves the right to restrict, reassign, or terminate my volunteer role if a conflict of interest is identified.

### **4 INFORMATION & REPRESENTATION REQUESTS**

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I understand and agree that I am not authorized to speak on Pink Pistols Chicago's behalf and that only Pink Pistols Chicago's President (or their appointee) is authorized to speak on behalf of Pink Pistols Chicago to the public. I understand and agree that any requests for information or representation regarding Pink Pistols Chicago must be referred to the President.

These requests include, but are not limited to: attendance of events, media inquiries such as newspapers or television stations, calls for speakers, use of Pink Pistols Chicago logo, and solicitation for volunteers, participation in community or local governmental activities or sponsorships. Any inquiries regarding employees' work histories or volunteers' histories must be referred to the President.

### **5 PRIVACY POLICY**

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Pink Pistols Chicago values your willingness to participate and support our efforts to provide for an inclusive and welcoming space to conduct firearms training. We are committed to protecting your privacy as volunteers play a critical role in our success.

#### **5.1 PROTECTING YOUR PRIVACY**

Pink Pistols Chicago takes great care to ensure that your information is only used by those authorized agents of Pink Pistols Chicago and in accordance with your preferences. Pink Pistols Chicago does not sell, exchange, or rent your personal information to any organization or individual. Pink Pistols Chicago will not give your personal information to any other organization or individual other than that necessary for the operations of Pink Pistols Chicago activities.

Information regarding your attendance and hours donated are collected to create aggregate statistics, which are used for grant writing, donation solicitation, and organizational reporting. These statistics as documented will not include any personal identifying information.

If you have not volunteered with Pink Pistols Chicago for a period of time, we may consider you as “inactive” and you may have to complete a new set of application, contact and waiver forms. Some volunteer roles at Pink Pistols Chicago require background checks and in order to facilitate that check process, Pink Pistols Chicago may request personal information such as social security number or exact birthday.

## **5.2 PINK PISTOLS CHICAGO OBLIGATIONS**

Pink Pistols Chicago will not use personal information in any way other than described in this policy. Pink Pistols Chicago requires employees, agents, and contractors who have access to personal information to protect information consistent with this policy.

## **5.3 NO LIABILITY**

Security measures taken by Pink Pistols Chicago's employees may not prevent all loss, misuse, or alteration of information and Pink Pistols Chicago is not responsible for any damages or liabilities relating to such failures.

## **5.4 CONTACTING PINK PISTOLS CHICAGO**

If you have questions or concerns regarding this privacy policy, please contact Pink Pistols Chicago via email sent to [legal@ppchi.org](mailto:legal@ppchi.org).

## **6 WAIVER, RELEASE, & INDEMNITY**

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I acknowledge that the reaction to, possession of, and/or use of firearms is potentially dangerous, and involves inherent and unavoidable risks; including but not limited to: serious personal or bodily injury, accidental discharge, ricochet, misfire, equipment failure, hearing damage, eye injury, death, psychological trauma and/or emotional distress, and/or other personal and financial liability. I agree to assume all risk and waive any and all claims of liability, whether known or unknown, foreseeable or unforeseeable, including risks arising from the actions or omissions of other volunteers, participants, range personnel, or third parties.

To the fullest extent permitted by Illinois law, I knowingly, voluntarily and expressly release, waive, discharge and covenant not to sue Pink Pistols Chicago, its owners, officers, employees, contractors, volunteers, agents, and affiliates, collectively referred to as “the Released Parties”, from any and all claims, demands, actions, or causes of action, including claims arising from the negligence of the Released Parties, whether passive or active, arising out of or related to my participation as a volunteer of Pink Pistols Chicago.

I agree on behalf of myself and any heirs, agents, executors, administrators and assigns, to release, relinquish, and forever discharge Pink Pistols Chicago, and their respective successors and representatives of and from any and all action, claims or cause of action for personal injury, property damage, personal vehicle damage, or wrongful death occurring while participating in activities, events, or service while I volunteer with Pink Pistols Chicago.

It is my intention by signing this waiver to exempt and relieve Pink Pistols Chicago from any liability for personal injury, property damage, or wrongful death caused by negligence. I agree on behalf of myself and any heirs, agents, executors, administrators and assigns to indemnify and hold harmless Pink Pistols Chicago from any and all claims or causes of action by whomever for personal injuries, property damage, personal vehicle damage, or wrongful death against me while I am a volunteer with Pink Pistols Chicago.

## **6.1 MEDICAL AUTHORIZATION**

In the event of an emergency, I authorize the Released Parties to obtain medical treatment on my behalf. I agree to be fully responsible for all medical expenses incurred as a result of my participation in this or any other courses offered by Pink Pistols Chicago.

## **6.2 INDEMNIFICATION**

I agree to indemnify, defend, and hold harmless the Released Parties from any claims, damages, losses, liabilities, costs, or expenses, including attorneys' fees and costs incurred in defense of such claims, arising out of or related to my participation, including claims brought by third parties as a result of my actions.

## **7 CODE OF CONDUCT & ANTI-HARASSMENT**

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I agree to abide by all of Pink Pistols Chicago's policies and procedures, including the Code of Conduct. I acknowledge that I have reviewed Pink Pistols Chicago's policies and procedures with a representative of Pink Pistols Chicago prior to signing this waiver.

Pink Pistols Chicago is dedicated to maintaining a supportive environment that values individual diversity in which respect for the individual is encouraged and protected. Pink Pistols Chicago is committed to maintaining an environment free from all forms of harassment and insists that all employees, participants, board members, volunteers, vendors, and other third parties be treated with dignity, respect, and courtesy.

Harassment on the basis of an individual's actual or perceived race, color, religion, sex, sexual orientation, gender identity, age, pregnancy, national origin or ancestry, disability, military service, veteran status, genetic information, or any other personal characteristic designated by federal, state, or local laws will not be tolerated at Pink Pistols Chicago.

Sexual harassment is a form of gender harassment. This policy prohibits harassment based on an individual's actual or perceived gender regardless of whether the offensive conduct is sexual in nature and regardless of whether it rises to the level of a legal violation. Any unwelcome conduct based on gender is prohibited regardless of whether the individual allegedly engaged in "harassment" and their alleged targets are of the same or of different genders.

The conduct prohibited, whether verbal, physical, or visual, includes any discriminatory action and any unwelcome conduct directed at or affecting someone because of that individual's protected status. Any volunteer who believes they are being harassed by another person, or who is a witness to such harassment, should promptly inform the board via email to [safety@ppchi.org](mailto:safety@ppchi.org).

## **8 DRUG & ALCOHOL-FREE**

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It is the policy of Pink Pistols Chicago to maintain a drug-free and alcohol-free volunteer environment that is safe and productive for employees and others doing business with us. The unlawful use, possession, purchase, sale, distribution, or being under the influence of any illegal drug and/or the misuse of legal drugs (including marijuana) while performing services for Pink Pistols Chicago is strictly prohibited.

Pink Pistols Chicago also prohibits reporting to volunteer or performing services under the influence of alcohol or consuming alcohol while on duty or during work hours, except that consuming a reasonable amount of alcohol is allowed at social events where alcohol may be consumed by attendees. Such conduct may be grounds for immediate termination. Any violation of this policy may result in immediate removal from the premises and termination of volunteer status without warning.

## **9 RIGHT TO REMOVE**

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Pink Pistols Chicago reserves the right to terminate my volunteer participation at any time, with or without cause, including for safety, policy, or operational reasons.

## **10 GOVERNING LAW**

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This Agreement shall be governed by and construed in accordance with the laws of the State of Illinois. Any action arising out of this Agreement shall be brought exclusively in the state or federal courts located in Illinois.

## **11 SEVERABILITY**

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If any provision of this Agreement is held invalid or unenforceable, the remaining provisions shall remain in full force and effect.

## **12 WAIVER OF JURY TRIAL**

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I knowingly waive my right to a trial by jury for any dispute arising out of this Agreement.

**I HAVE READ THIS AGREEMENT CAREFULLY AND  
I UNDERSTAND THAT I AM WAIVING IMPORTANT LEGAL RIGHTS**

Printed Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date \_\_\_\_\_