



Volunteer Code of Conduct

Brave Little Bears Foundation volunteers agree to:

- Treat all children, families, volunteers, and community members with kindness and respect.
- Use inclusive and supportive language.
- Follow instructions provided by Foundation representatives and event organizers.
- Maintain appropriate boundaries with children and families.
- Do not share personal information about participants or families learned through Foundation activities.
- Never be alone with a child or assume responsibility for a child's supervision.
- Immediately report any safety concerns, injuries, or incidents to a Foundation representative.

Failure to follow these guidelines may result in removal from volunteer activities.

Volunteer Interaction with Children Policy

The Brave Little Bears Foundation hosts community events and activities that may involve interaction with children and families. Volunteers may welcome families, assist with activities, help maintain event spaces, and provide general information about the Foundation.

Volunteers are not responsible for supervising, disciplining, transporting, treating, restraining, or providing medical care to any child. A parent, legal guardian, or other responsible caregiver must remain present and responsible for the supervision, safety, and care of their child at all times.

If a child appears lost, injured, or in need of assistance, volunteers should immediately notify a Foundation representative or the child's parent, guardian, or caregiver.

Volunteer Acknowledgment

By volunteering with the Brave Little Bears Foundation, I acknowledge that:

- I have read and agree to follow these volunteer policies.
- I understand that I am serving in a volunteer capacity only.
- I will immediately report any safety concerns or incidents to a Foundation representative.
- I understand that failure to follow these policies may result in removal from volunteer activities.

Volunteer Status

Volunteers serve on a voluntary basis and are not employees, agents, or representatives of the Brave Little Bears Foundation.



The Foundation reserves the right to suspend or end a volunteer's participation at any time if it determines that doing so is in the best interests of the organization, participants, or volunteers.

Volunteer Eligibility

Volunteers age 16 and older may volunteer independently. Volunteers under age 16 must be accompanied by a parent or guardian unless otherwise approved by the Foundation.

Photography and Media

The Brave Little Bears Foundation may photograph or record activities, events, and volunteer experiences for educational, promotional, fundraising, and other organizational purposes, including use on the Foundation's website, social media platforms, newsletters, annual reports, and other communications.

By participating in Foundation volunteer activities, adult volunteers grant permission for the Foundation to use photographs, video recordings, or other images in which they may appear for these purposes without compensation. Adult volunteers who do not wish to be photographed or recorded should notify the Foundation in writing.

For volunteers under the age of 18, permission to use identifiable photographs, video recordings, or other images will be determined by the photo and media consent selection made by the volunteer's parent or legal guardian on the Minor Volunteer Parent/Guardian Consent and Acknowledgment Form. The parent or guardian's selection will control in the event of any inconsistency with this policy.

The Foundation will make reasonable efforts to honor requests not to photograph, record, or use identifiable images of volunteers who have not provided permission.

Assumption of Risk and Release

I understand that participation in volunteer activities may involve inherent risks, including but not limited to physical activity, weather conditions, and interaction with members of the public.

I voluntarily assume these risks and, to the fullest extent permitted by law, release and hold harmless the Brave Little Bears Foundation, its directors, officers, volunteers, and representatives from claims arising from my participation, except to the extent caused by gross negligence or intentional misconduct.

Medical Responsibility

Volunteers are responsible for their own medical needs and health conditions while participating in Foundation activities. The Brave Little Bears Foundation does not provide medical care or health insurance coverage for volunteers.