



Foundation for Immigrant Resources and Education
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Volunteer Conduct Agreement

In order to avoid misunderstandings and create a safe, healthy, and effective learning environment, this Volunteer Agreement of Conduct outlines specific behaviors and attitudes outside the scope and objectives of the volunteer program that are inconsistent with the philosophy and mission of Foundation for Immigrant Resources and Education (FIRE). All volunteers must understand and heed the following prohibitions, or be subject to immediate dismissal.

Examples of prohibited behaviors and attitudes that are grounds for immediate dismissal from FIRE's volunteer program include, but are not limited to:

1. The use of sexist, racist, homophobic, or prejudicial language and humor.
2. Any attempt to evangelize, proselytize, convince or convert students to religions or political beliefs other than their own. (FIRE celebrates diversity and respects the rights and liberty of each individual to practice their own religion and political beliefs).
3. The use of FIRE facilities, computers, or student/staff interactions for personal financial gain.
4. The use of FIRE computers to access sexually explicit or pornographic content.
5. The use of suggestive statements and/or the making of advances that could be considered "suspicious" within a volunteer, student, and/or teacher relationship. These include and are not limited to: dating learners, sexual invitations, and/or the use of sexually implicit or explicit messages of any kind that cause the recipient to feel uncomfortable and unsafe in the relationship.
6. Failure to follow through with time commitment, including regular absence and/or tardiness from scheduled activities. Three unexcused absences, defined as not calling in advance to explain why the commitment cannot be fulfilled, are grounds for termination. Reassignment is also possible.
7. The use of chemical substances or alcohol prior to or during a teaching session

I understand and will comply with the agreement of conduct. I understand that breaking this agreement could be grounds for dismissal from the volunteer program at Foundation for Immigrant Resources and Education.

Signature_____

Printed Name_____

Date_____