



VOLUNTEER AGREEMENT

I, the undersigned, as a volunteer with Compassion International, Inc. ("Compassion") understand and agree that:

- I have read and agree with Compassion's Statement of Faith - as outlined on its website: <https://www.compassion.com/statement-of-faith.htm>
- I will maintain a personal relationship with Jesus Christ and be a consistent witness for Jesus Christ while maintaining a courteous, Christ-like attitude in dealing with people within and outside of Compassion, and faithfully uphold Compassion's ministry in prayer.
- I will adhere to the processes and guidelines pertaining to my volunteer role and will not use systems and information for reasons not pertaining to my volunteer role and responsibilities.
- I will complete all required Compassion compliance trainings and acknowledgements.
- I am not volunteering with the expectation of any form of compensation. Certain volunteer-related reimbursements may be provided at the sole discretion of Compassion. I agree that any reimbursements are not compensation for my volunteer services.
- If I ever enter into paid employment with Compassion, participation in my volunteer role will need to be evaluated by program management and, if requested by Compassion, I agree to step away from my volunteer role upon my hire date.
- I understand and agree that Compassion reserves the right to terminate my volunteer activities at any time and for any reason.

RELEASE & WAIVER OF LIABILITY

- I am voluntarily participating as a volunteer of Compassion and I understand that I am not an employee, agent, subcontractor, or independent contractor of or any agent of Compassion. I further understand that Compassion will not provide me with any honorarium, bonus, pay, compensation, insurance, workers compensation or other benefits to which an employee may be entitled to; and that I am responsible for my own insurance coverage in the event of personal injury or illness as a result of volunteer services to Compassion.
- I understand that Compassion makes no promise to employ my services now or at any future date. I also understand that my agreeing to serve as a volunteer for this time period in no way obligates me as a volunteer now or at any time in the future. I further acknowledge that I am not volunteering under any belief or expectation that I will eventually secure a paid position at Compassion.
- To my knowledge I have no restrictions that would keep me from performing the duties I have accepted and as outlined in the volunteer role description provided. I understand the potential responsibilities of the volunteer role and at no time will I undertake responsibilities that would aggravate a pre-existing medical condition.
- I understand that while volunteering for Compassion I may enter into activities that may be hazardous to me and I hereby expressly and specifically assume the risk of injury or harm in these activities and release Compassion from all liability for injury, illness, death or property damage resulting from the activities of my time with Compassion.
- I grant and convey unto Compassion all right, title and interest in any and all photographic images and video or audio recordings made by Compassion during my volunteer work, including but not limited to, any royalties, proceeds, or other benefits derived from such photographs or recordings.
- I release and forever hold harmless Compassion, its affiliates, and their respective members, directors, officers, employees, volunteers, contractors, and agents from all liability, claims and demands of whatever kind or nature, either in law or in equity, which arise or may hereafter arise for the volunteer services I provide. I understand and acknowledge that this Release discharges Compassion from any liability or claim that I may have against Compassion with respect to bodily injury, personal injury, illness, death or property damage that may result for the services I provide to Compassion or occurring while I am providing volunteer services even if it is due to the negligence, omission or other fault of Compassion. I also understand that Compassion does not assume any responsibility for or obligation to provide financial assistance or other assistance, including but not limited to medical, health or disability insurance, in the event of injury, illness, death or property damage.
- I release and forever discharge Compassion from any claim whatsoever which arises or may hereafter arise on account of any first-aid treatment or other medical services rendered in connection with an emergency during my time with Compassion.
- I will not initiate any claim, lawsuit, court action or other legal proceeding or demand against Compassion, nor join or assist in the prosecution of any claim for money or other damages which anyone may have, on account of my volunteering. I shall defend, indemnify and hold harmless Compassion and all other releasees against any and all losses, damages, liabilities, claims, of whatever kind or nature, including reasonable attorney fees under this Release.
- As a volunteer, I expressly agree that this Release is intended to be as broad and inclusive as permitted by the laws of the State of Colorado and that this Release shall be governed by and interpreted in accordance with the laws of the State of Colorado. I agree that in the event that any clause or provision of this Release is deemed invalid, the enforceability of the remaining provisions of this Release shall not be affected.

STANDARDS OF CONDUCT

- My actions and words will be a positive and supportive representation of Compassion, and their Christian values, on behalf of the children Compassion serves.
- I will be respectful of Compassion onsite facilitation, venue staff, event attendees and the other volunteers serving alongside me – putting others and the children Compassion serves, first, before my own needs and concerns.



- I will refrain from divisive and disrespectful theological and political dialogue and debates while volunteering for Compassion, being respectful of the variety of cultures and faiths that I may interact with that may differ from my own.
- My purpose and focus in volunteering is to represent and support Compassion and the children Compassion serves; therefore, I will not solicit on behalf of any other organizations or causes while volunteering for Compassion.
- Following the instructions given to me by onsite facilitation, I will follow onsite instructions and processes to safeguard all personal and private information of sponsors.
- I understand I may be terminated as a volunteer at any time for any reason, including conduct that violates these standards, for any illegal activity during my time as a volunteer, or for language or behavior that is viewed as threatening or contradictory to Compassion's Christian identity.
- I will act as an advocate for children. I understand and will advance Christ's mandate to protect children. I will raise awareness of the needs of children and take active steps to help protect against neglect, abuse, and exploitation of children. I will promote the dignity, respect, positive treatment and potential of children in all circumstances. I will encourage the involvement of others in helping children in need. I will report and appropriately support responses to incidents of harm of children if they occur.

CONFIDENTIALITY AND USAGE AGREEMENT FOR INFORMATION & INFORMATION SYSTEMS

Compassion strives to protect its integrity and ensure the privacy and safety of our supporters, beneficiaries, employees, and volunteers. Each of us is responsible in helping protect Compassion by complying with all applicable laws and rules.

I understand that as a volunteer I may be granted access to personal/private/financial data, information, and records (collectively, "Information") maintained in the manual and/or automated information and records systems of Compassion (collectively, "Information Systems"). I understand that any access to the Information is intended for performance of my duties or tasks as a volunteer alongside Compassion. I further understand that my access may be revoked at any time, and for any reason, at the sole discretion of Compassion.

As a volunteer serving alongside Compassion, I agree to the following expectations for confidentiality and usage of Information:

- I will use my authorized access to Information and Information Systems only to perform tasks or duties related to my assignment as confirmed by Compassion staff.
- I will comply with all controls provided and established by Compassion regarding the use of Information maintained within Information Systems.
- I will avoid disclosure of Information to unauthorized persons without the appropriate consent of the Information owner except as permitted under applicable Compassion policy and/or federal or state law. I understand and agree that my obligation to avoid such disclosure will continue even after I leave any volunteer role with Compassion.
- I will exercise care to protect Information against accidental or unauthorized access, modifications, disclosures, or destruction.
- I will not export or transfer Information outside any Information System at any point while I have access.
- I will not share Information with any party except as directed by Compassion.

I acknowledge that I have read and understand **Compassion's Volunteer Privacy Notice**, attached as **Exhibit A** hereto, and agree to its terms.

APPENDICES

The following appendices are attached hereto and incorporated herein by reference:

- Exhibit A – Compassion's Volunteer Privacy Notice
- Exhibit B – Protecting Donors' Personal Information



EXHIBIT A
Compassion’s Volunteer Privacy Notice

This notice informs you as to how Compassion collects, uses, shares, and safeguards the personal information of our volunteers. This Privacy Policy also tells you about your choices with respect to your personal information, and how you can reach us to get answers to your questions. If you have questions or concerns, please contact us at (800) 336-7676, Monday through Friday, 7a.m. to 5:30p.m. MT or via email.

Your personal data is any data that identifies you, or which can be identified as relating to you personally and we refer to it as “personal information” in this privacy notice.

Types of Information We Collect.

The following provides examples of the type of information that we may collect from you and how we use that information.

Volunteer Roles	Types of Personal Information	Purpose
All volunteer roles	Personal contact details, including name, address, telephone, email	To facilitate the volunteer opportunity
All volunteer roles	Emergency contact details	To be able to contact family or a friend in an emergency
All volunteer roles	Communication preferences and marketing opt-ins	To be able to contact volunteers with information about the difference we are making together and how else they can get involved
All volunteer roles	Year of Birth	To ensure all volunteers are over 16 and to monitor the age demographics of our volunteer base
Higher level volunteer roles	Answers to interview questions	To assess suitability for the role
Higher level volunteer roles	Background Check Information	To undertake and assess the risk around any previous criminal history
Higher level volunteer roles	Volunteer 1:1 supervision / support notes	To review volunteer performance, experience, safeguarding, and for learning needs

Use and Processing of Information.

In addition to the purposes and uses described above, we use information in the following ways:

- To improve our services and support our mission.
- To conduct analytics.
- To respond to inquiries related to support, volunteer opportunities, or other requests.
- To send marketing and promotional materials, including information relating to Compassion’s mission and programs.
- In order to update you on special events and opportunities.
- For internal administrative purposes, as well as to manage our relationships.

Although the sections above describe our primary purpose in collecting your information, in many situations we have more than one purpose. As a result, our collection and processing of your information is based in different contexts upon your consent, our need to perform a contract, our obligations under law, and/or Compassion’s legitimate interest.

Sharing of Information.

In addition to the specific situations discussed elsewhere in this privacy notice, we disclose information in the following situations:

1. **Affiliates.** We may share information with Compassion affiliates (e.g., international Compassion entities).
2. **Other Disclosures with Your Consent.** We may ask if you would like us to share your information with other unaffiliated third parties who are not described elsewhere in this privacy notice.
3. **Other Disclosures without Your Consent.** We may disclose information in response to subpoenas, warrants, or court orders, or in connection with any legal process, or to comply with relevant laws. We may also share your information in order to establish or exercise our rights, to defend against a legal claim, to investigate, prevent, or take action regarding possible illegal activities, suspected fraud, safety of person or property, or a violation of our policies, or to comply with your request for the shipment of products by or the provision of services by a third party intermediary.
4. **Service Providers.** We share your information with service providers. Among other things service providers help us to administer our website, conduct surveys, provide technical support, conduct analytics, improve our services, and process payments.



Your Choices.

Compassion provides all rights to your information that may be required by law. In any case, Compassion will consider all requests from individuals regarding their data. These requests may include:

1. **Access to Your Personal Information.** You may request access to your personal information by contacting us at the address described below. If required by law, upon request, we will grant you reasonable access to the personal information that we have about you.
2. **Changes to Your Personal Information.** We rely on you to update and correct your personal information. Our website allows you to modify your account profile. You may also contact us at the address described below in order to request that your information be modified. Note that we may keep historical information in our backup files as permitted by law.
3. **Deletion and Retention of Your Personal Information.** Typically, we retain your personal information for the period necessary to fulfill the purposes outlined in this privacy notice, unless a longer retention period is required or permitted by law. If required by law we will grant a request to delete information, but you should note that in many situations we must keep your personal information to comply with our legal obligations, resolve disputes, enforce our agreements, or for another one of our business purposes.
4. **Objection to Certain Processing.** In certain scenarios and in certain jurisdictions, you may be able to object to our use or disclosure of your personal information by contacting us at the address described below. Residents of the European Union, for example, may be able to object if our processing of your personal information is based on consent.
5. **Promotional Emails.** You may choose to provide us with your email address for the purpose of allowing us to send materials to you. You can stop receiving promotional emails by following the unsubscribe instructions in e-mails that you receive. If you decide not to receive promotional emails, we may still send you service-related communications.
6. **Text Messages.** To discontinue SMS text messages from Compassion, text STOP to 97646.
7. **Revocation of Consent.** If you revoke your consent for the processing of personal information, then we may no longer be able to provide you services. In some cases, we may limit or deny your request to revoke consent if the law permits or requires us to do so, or if we are unable to adequately verify your identity. You may revoke consent to processing (where such processing is based upon consent) by contacting us at the address described below.

How We Protect Personal Information.

No method of transmission over the Internet, or method of electronic storage, is fully secure. While we use reasonable efforts to protect your personal information from unauthorized access, use, or disclosure, we cannot guarantee the security of your personal information. In the event that we are required by law to inform you of a breach to your personal information we may notify you electronically, in writing, or by telephone, if permitted to do so by law.

Miscellaneous.

The following additional information relates to our privacy practices:

- **Transmission of Information to Other Countries.** Your information may be processed in a foreign country where privacy laws may be less stringent than the laws in your country, including the United States.
- **Third Party Applications/Websites.** We have no control over the privacy practices of websites or applications that we do not own.
- **Changes to This Privacy Policy.** We may change our privacy policy and practices over time. To the extent that our policy changes in a material way, the policy that was in place at the time that you submitted personal information to us will generally govern that information unless we receive your consent to the new privacy policy. We will note the effective date of the latest version at the beginning of the Privacy Policy.

Contact Information.

If you have any questions, comments, or complaints concerning our privacy practices please contact us at the appropriate address below. We will attempt to respond to your requests and to provide you with additional privacy-related information.

Dataprotection@compassion.com
Compassion International
Data Protection Office
12290 Voyager Parkway
Colorado Springs, CO 80921

If you are not satisfied with our response, and are in the European Union, you may have a right to lodge a complaint with your local supervisory authority.

Effective Date: March 4, 2020



EXHIBIT B

Protecting Donors' Personal Information

Visit our **Volunteer Roles and Descriptions** page to learn more about how you will be required to protect donors' personal information.