

Gay & Lesbian Youth Services of Western New York, Inc. (GLYS)
Volunteer Agreement

I, _____, the undersigned, do solemnly swear, attest, and agree that I,

1. Will uphold the mission of GLYS “to provide an accepting environment to enhance the personal growth of LGBTQIA+ youth in Western New York. GLYS advocates for community awareness and acceptance of young people of all sexual orientations and gender identities.”
2. Will respect the privacy and confidentiality of all GLYS youth by not disclosing information I learn about them to anyone unless I feel that a youth is in imminent risk of harm, is being abused or neglected, or is at risk of causing harm to themselves or others, which I will report immediately to a GLYS staff member.
3. Understand that GLYS staff members are mandated reporters of child abuse and neglect under New York State law. As a GLYS volunteer, I am not a mandated reporter unless required by my professional obligations outside of my volunteer capacity with GLYS.
4. Understand that as a volunteer, I may also be asked to assist GLYS staff to make a report by sharing information I learn related to youth being at risk of harm directly with the Statewide Central Register (SCR). I understand that I may still make my own report to the SCR, with or without the encouragement or support of GLYS.
5. Will not take or share any photos of GLYS youth at the office or at events. I understand that sometimes GLYS staff may take photos for the newsletter, publicity, website, and social media.
6. Will abide by and enforce GLYS policies and procedures, as well as local, state, and federal laws while serving in my capacity as a volunteer.
7. Will not engage in any activity that could harm a youth, including but not limited to: abuse, teasing; bullying; sexual overtures, gestures, verbal expression or innuendo; volunteering while under the influence of alcohol or any legal or illegal mood-altering substances.
8. Will not provide any legal or illegal mood-altering substances, including alcohol, cigarettes, vaping materials, legal or illegal drugs, to youth affiliated with GLYS. I will report the observed use of any of these substances while I am volunteering immediately to GLYS staff.

9. Will under no circumstances engage in a romantic, intimate, or sexual relationship with a GLYS youth, nor will I initiate a personal relationship or friendship with a GLYS youth outside of GLYS programs and events. If a GLYS youth attempts to initiate a relationship of any kind with me, I will kindly and respectfully decline and immediately report this to a GLYS staff member and seek guidance from GLYS staff on how to appropriately respond.
10. Will treat all youth with respect and fairness, and will not engage in biased treatment of any youth.
11. Will never give a youth money or any other gift or loan, unless it is through a GLYS program, or accept money or any other gift of substantive value from a youth. The giving and receiving of small tokens of respect, friendship, and appreciation are acceptable if they are reasonable and perceived as having little to no monetary value, such as a card.
12. Will not transport a GLYS youth unless I have been designated as a transportation volunteer and have shared my drivers license, vehicle registration and insurance information with GLYS.
13. Under the direction of GLYS staff, will assist the Drop-in Center Advisor and other GLYS staff in implementing programs and projects, as well as assist in other events for which I am volunteering to the best of my ability.
14. Will role model appropriate use of Internet for a youth-centered space/organization, which includes not looking at sexually explicit content.
15. Understand that I can be terminated as a GLYS volunteer at any time for any of the above reasons or at the discretion of GLYS, and that I am legally liable for my actions as a GLYS volunteer pursuant to local, state, and federal law.

I authorize GLYS to run a background check on me as per this agreement and its youth protection policy

Signature

Date