

**I have applied to serve as a volunteer for Independent School District No. 879, Delano Public Schools (“District”). If my application is accepted, I agree to the following:**

**Compliance with Laws.** I agree to comply with all laws that apply to school district volunteers.

**No Corporal Punishment/Physical Contact.** I agree to comply with all applicable laws and District’s policies prohibiting corporal punishment and unnecessary physical contact with students. I understand that the District requires a “hands-off” approach to working with students and that volunteers may not make physical contact with a student unless the physical contact is necessary to prevent imminent harm to the student or others. I will not attempt to discipline a student. If I am volunteering in a school, I will report any inappropriate student conduct to a teacher or administrator. If I am volunteering at an extracurricular event or activity, I will report any inappropriate student conduct to a coach, advisor, the Activities Director, or a principal.

**No Discrimination or Harassment.** I understand that the District is an equal opportunity employer and does not discriminate on the basis of race, color, creed, religion, national origin, sex, sexual orientation, transgender status, marital status, status with regard to public assistance, disability, or age in its programs and activities. While acting as a volunteer, I will not discriminate against any person based on protected class status, including, but not necessarily limited to, race, color, creed, religion, national origin, sex, age, marital status, status with regard to public assistance, sexual orientation, transgender status, or disability.

**Bullying.** I understand that the District prohibits students from engaging in any form of bullying, I will review the District’s bullying policy and will report all acts of bullying to a teacher or administrator.

**No Disclosure of Educational Data.** I will comply with the Minnesota Government Data Practices Act (Minnesota Statutes Chapter 13) and the District’s policies governing the collection, maintenance, and disclosure of educational data. The term “educational data” includes all information that is maintained by the District and directly relates to a student. It also includes information that derives from an education record. I will not disclose to any person (including a spouse) any educational data that I receive or have access to as a result of serving as a volunteer, unless the disclosure is to a teacher who works with the student or a school administrator.

**Maltreatment of Minor Reporting.** I will comply with the Maltreatment of Minor Reporting Act (Minnesota Statutes section 626.556). The Maltreatment of Minor Reporting Act states that any person who knows or has reason to believe a child is being neglected or physically or sexually abused, or has been neglected or physically or sexually abused within the preceding three years, must immediately report the information to the local welfare agency, agency responsible for assessing or investigating the report, police department, or county sheriff. The term “immediately” means that a verbal report must be filed within 24 hours and a written report must be filed within 72 hours (not including weekends and holidays). I understand that I must also report any abuse to the District so that the District can investigate and take appropriate action.

**Health and Safety Policies.** I will comply with all District policies governing health, safety, and emergencies, including the District’s policies on blood borne pathogens and bodily fluids.

**Responsible for Misconduct.** I am legally responsible for any willful misconduct, wrongful acts that were undertaken intentionally, or other actions that I take which do not fall with the scope and course of my assigned duties as a volunteer. I understand that the District will not be liable for any willful misconduct or wrongful acts that are intentional in nature. I will indemnify the District and hold it harmless for any intentional, wrongful acts that I take while serving as a volunteer.

**Compliance with Sign-In and Identification Procedures.** I will follow the District’s visitor policy and all established sign-in procedures. I will not enter any District facility without following those procedures. I will wear or display any form of identification required by the District.

**Appropriate Dress.** I will wear appropriate “business casual” clothing while serving as a volunteer. I understand that I may not wear any clothing that has holes (e.g. jeans with holes) or that is sexually suggestive or otherwise inappropriate for students of a school setting. While serving as a volunteer, I will not wear clothing containing any messages. In addition, I will not wear clothing that promotes any products that are unlawful for minors.

**No Disruptive Conduct.** I will not create a disruption at school or any school sponsored event or activity. While volunteering, I will turn my cell phone off or ensure that it is in silent mode.

**No Photos or Videos.** While serving as a volunteer, I will not take any photos or video of any students without prior permission from the building principal. If I receive permission to take photos or video, I will do so using a District owned device. I will not, under any circumstance, take any photos or video of students on a personal device while serving as a volunteer.

**No Smoking or Mind-Altering Chemicals.** I understand that District property is designated as a tobacco, drug, and alcohol-free zone. I will not possess or use tobacco, drugs, or alcohol while volunteering or while on school property, including any school parking lots or school vehicles. Additionally, while volunteering, I may not possess, use, or be under the influence of any illegal drugs or mind-altering chemicals, including prescription medications and other controlled substances that have mind-altering effects.

**Volunteering is a Privilege, Not a Right.** I understand that volunteering is a privilege and that I have no right to serve as a volunteer. The District may decline to allow me to volunteer for any reason or no reason at all and may require me to leave District property at any time.

**Accurate Representations.** I affirm that all information I provided on my application to serve as a volunteer is true and accurate.

**Criminal Background Check.** I understand that I may not volunteer in any capacity where students will be present until the District has obtained the results of a criminal background check on me. I will sign all forms that are necessary for a criminal background check to be completed on me.

**Boundaries.** I will maintain appropriate boundaries with students and to comply with all District policies governing employee interactions with students. I will not provide my personal cell phone or contact information to any student, and I will not ask any student to provide a personal phone number or contact information to me. I will not give any gifts to students, and I will not accept any gifts from students. I will not promise secrecy or confidentiality to any student. I will not interact with students on social media, unless I am related to the student.

**Positive Role Model.** I understand that all volunteers must be positive role models for students. While volunteering, I will not use profanity, carry any weapons, discuss religion or politics, make sexually related comments, or promote my own personal interests.