



HEROESCREST

Operation Heroes Corporation

VOLUNTEER AGREEMENT & ACKNOWLEDGMENT

This agreement establishes the basic expectations for individuals accepted to serve as volunteers with HeroesCrest. It supplements the Volunteer Application and any assignment-specific policies, training, or instructions.

1. VOLUNTEER INFORMATION

Volunteer Name	
Assigned Department / Program	
Volunteer Position / Assignment	
Supervisor / Coordinator	
Service Start Date	

2. NATURE OF VOLUNTEER SERVICE

I understand that I am offering my services voluntarily and without expectation of wages, salary, employee benefits, or other compensation. I understand that volunteer service does not create an employment relationship with HeroesCrest or Operation Heroes Corporation.

I understand that HeroesCrest may change, suspend, or end my volunteer assignment when organizational needs, safety, conduct, performance, policy, or other circumstances warrant.

3. STANDARDS OF CONDUCT

As a HeroesCrest volunteer, I agree to conduct myself professionally, respectfully, and in a manner consistent with the mission, values, policies, and lawful instructions of the organization.

I agree that I will not represent myself as an employee, officer, director, spokesperson, or authorized agent of HeroesCrest unless specifically authorized to do so.

I agree to comply with applicable rules concerning harassment, discrimination, safety, social media, communications, conflicts of interest, protection of organizational property, and interactions with beneficiaries and the public.

4. CONFIDENTIALITY & PRIVACY

I understand that volunteer service may expose me to confidential, private, sensitive, or restricted information. I agree not to access, photograph, copy, discuss, disclose, post, transmit, or use such information except as required for my authorized volunteer duties.

I understand that confidentiality obligations continue after my volunteer service ends.

5. SAFETY, SCREENING & TRAINING

I agree to complete any orientation, training, screening, background check, certification, or documentation required for my assignment before performing duties for which those requirements apply.

I agree to promptly report accidents, injuries, safety hazards, suspected misconduct, loss or damage of organizational property, and other reportable incidents to the appropriate HeroesCrest representative.

6. ORGANIZATIONAL PROPERTY

Any identification cards, keys, equipment, records, documents, uniforms, technology, supplies, or other property issued to me remain the property of HeroesCrest or Operation Heroes Corporation unless specifically stated otherwise. I agree to use organizational property only as authorized and return it when requested or when my service ends.

7. PHOTOGRAPHY & PUBLICITY

HeroesCrest may separately request permission to use photographs, video, audio, testimonials, or other likeness-related material. This agreement by itself does not constitute a blanket media release.

8. ACKNOWLEDGMENT

By signing below, I acknowledge that I have read and understand this Volunteer Agreement & Acknowledgment, have had an opportunity to ask questions, and agree to comply with the requirements applicable to my volunteer service.

Volunteer Printed Name	
Volunteer Signature	
Date	
Parent / Guardian Name (if required)	
Parent / Guardian Signature (if required)	
Date	

FOR HEROESCREST USE ONLY

Reviewed By / Title	
Approval / Activation Date	