



FIRST Volunteer Bill of Rights

Volunteers are *FIRST*'s most valuable asset. Their selfless contributions of time and resources are instrumental in accomplishing our mission of inspiring the next generation of science, technology, engineering and mathematics leaders and innovators. At the foundation of the relationship between *FIRST* and our volunteers are their rights. All *FIRST* volunteers have a right to:

- Be treated with Gracious Professionalism™. Gracious Professionalism is a way of doing things that encourages high-quality work, emphasizes the value of others, and respects individuals and the community. With Gracious Professionalism, fierce competition and mutual gain are not separate notions.
- Feel valued. *FIRST* recognizes the significant contributions of time and resources volunteers make as they help us achieve our mission.
- Inclusion. All volunteers have the right to be treated with respect and dignity in inclusive environments. *FIRST* values diversity and opposes discrimination.
- Information regarding their role. *FIRST* will inform volunteers about what's expected of them, when they are scheduled to serve, any changes to program or policy, and who to contact should they need assistance.
- Safety. *FIRST* strives to create safe environments for all volunteers and participants and will always factor safety into program planning.
- Fair treatment. All *FIRST* volunteers will be treated fairly and any performance issues will be handled using the *FIRST* Volunteer Behavior Intervention Recommendations.
- Request a different role if they feel their current assignment is not a good fit.
- End their volunteerism. *FIRST* appreciates and respects the fact that all of our volunteers are here by choice.
- Contact *FIRST* Headquarters directly if they feel they are being treated improperly. If attempts to resolve issues and conflicts at the local level are not successful, volunteers can call (800) 871-8326 or email volunteer@firstinspires.org.