



# Volunteer Rights and Responsibilities

Volunteers are the most valuable asset to *FIRST*<sup>®</sup>. Your selfless contribution of time and resources are instrumental in accomplishing our mission of inspiring the next generation of science, technology, engineering, and mathematics leaders and innovators. The foundation of the relationship between *FIRST* and our volunteers is respect.

## It is your right to:

- Be treated with *Gracious Professionalism*<sup>®</sup>. *Gracious Professionalism* is a way of doing things that encourages high-quality work, emphasizes the value of others, and respects individuals and the community.
- Feel valued. *FIRST* recognizes the significant efforts that volunteers contribute. The time that you donate not only helps *FIRST* succeed but also builds the *FIRST* community.
- Understand your role. *FIRST* will inform you about what's expected of you, your schedule, any meals you will be provided, any changes to program or policy, and who to contact should you need assistance.
- Expect a safe environment. *FIRST* strives to create and maintain a safe environment for all volunteers and participants and will always factor safety into program planning.
- Receive fair treatment and inclusion. All volunteers will be treated with respect and dignity in inclusive environments. *FIRST* does not discriminate on the basis of race, color, national origin, sex, disability, age, status as a veteran who served in the military, religion, sexuality, gender, gender identity, or gender expression in its programs and activities.
- Reevaluate your time commitment. *FIRST* appreciates all of our volunteers and understands that volunteers experience life situations that may affect their commitment.
- Communicate with your Volunteer Coordinator or your local *FIRST* leadership about:
  - Concerns or limitations that are affecting your volunteer role.
  - Any mistreatment towards you or others. You may be required to fill out a [non-medical incident form](#).
  - Contact *FIRST* Headquarters directly if you feel that you are being treated improperly and attempts to resolve issues and conflicts at the local level are not successful. Volunteers can call (800) 871-8326 or email [volunteer@firstinspires.org](mailto:volunteer@firstinspires.org).

## It is your responsibility to:

- Treat others with *Gracious Professionalism*<sup>®</sup>.
- Follow the schedule and the role description provided for your position. Contact your local *FIRST* leadership if there are any issues.
- Respect others, treat them fairly and kindly. Be inclusive and follow the non-discrimination policy of *FIRST*.
- Follow safety rules and ensure safety of others. Adhere to all [FIRST Youth Protection Program \(YPP\) policies](#). Report any injuries or safety concerns within 48 hours.
- Adhere to the [FIRST Code of Conduct](#).
- Have FUN!