

CSz Boise Volunteer Agreement

Thank you for being part of CSz Boise ("CSz"). Our volunteers are essential to our mission of using improv and the arts to build connection, confidence, and community. This agreement outlines the expectations and understanding between you ("Volunteer") and CSz.

1. Volunteer Status

I understand that my role with CSz is strictly as a volunteer.

- I am not an employee, contractor, or agent of CSz.
- I will not receive wages, salary, or financial compensation for my volunteer services.
- My participation is "at-will" and may be ended by me or CSz at any time, with or without cause.

2. Scope of Volunteer Activities

Volunteer activities may include, but are not limited to:

- Performing in in-house, promotional, or fundraising shows (including ComedySportz and other formats)
- Assisting with front of house (ticketing, concessions, audience support)
- Technical support (sound, lights, etc.)
- Coaching, teaching or assisting with classes (if applicable)
- Administrative or organizational support
- Event or community outreach support

Roles may vary over time and may include multiple areas of support.

3. Volunteer Nature of Performance & Teaching

I understand that participation in performances, rehearsals, or classes as a volunteer is unpaid. These activities are part of CSz's nonprofit programming and mission.

Participation does not create any expectation of compensation now or in the future.

4. Separate Paid Opportunities

CSz may offer paid opportunities for specific programs, events or services. These opportunities are separate from volunteer participation. Selection for paid work is based on the needs of specific events; volunteer status does not guarantee or entitle me to paid opportunities.

5. Volunteer Appreciation & Perks

As a token of appreciation for my service, CSz may provide certain incidental perks. I understand these are discretionary, non-guaranteed, and subject to change. These may include:

- **Comped Tickets:** Occasional free admission to designated shows for personal use.
- **Concessions:** Occasional free snacks or beverages while actively volunteering.
- **Professional Development:** Access to select free training sessions or workshops to improve my skills.
- I acknowledge these perks are not a "wage" or "compensation" and are provided solely to enhance the volunteer experience.

6. Code of Conduct, Harassment, & Conflict Resolution

- I agree to abide by the Code of Conduct, which is incorporated by reference.
- **Conduct:** I will treat all participants and audience members with respect and support an inclusive environment.
- **Conflict Resolution:** In the event of a disagreement or interpersonal conflict related to your volunteer role, please first attempt to resolve the issue directly with the involved parties in a professional manner. If a resolution cannot be reached, please follow these steps:
 - Performers and Production Volunteers: Contact your Director/Coach or the Player Advocate.
 - Operations Volunteers (Maintenance, Admin, Events, etc.): Contact the designated leader for your specific assignment.
- **Escalation:** If the issue remains unresolved, or if you feel uncomfortable with the initial contact, you are encouraged to bring the matter to the Executive Director or Artistic Director or directly to our Board of Directors for mediation.
- Volunteers agree to abide by the final decision made by CSz leadership regarding the resolution.
- **Reporting:** If I experience or witness harassment, I will follow the procedures in the Violation Reporting Flowchart, incorporated into the Code of Conduct as Exhibit A.
- **Anti-Retaliation:** CSz prohibits retaliation against any volunteer who makes a good-faith report of misconduct or participates in conflict mediation.

7. Confidentiality & Data Privacy

- **Confidentiality:** I agree to keep confidential any non-public information learned through my role, including student personal info, internal organizational details, and financial/operational data.
- **Data Handling:** I agree to handle any internal data I access (such as student rosters) with care and will not share it externally.
- **Privacy:** CSz collects personal data for administrative and safety purposes. I consent to this collection and understand my data will be stored securely.

8. Media Release & Intellectual Property

- **Likeness:** I grant CSz permission to use my likeness, image, voice, quotes, or performance in promotional materials, social media, and marketing content. I understand that because promotional media is integral to operations, performance opportunities cannot be offered to those who opt out. This permission applies exclusively to standard video, audio recordings, and photographs taken during operations. This grant explicitly excludes the use of my likeness, voice, image, final edited photos, RAW files, layered assets, or distinct photo-editing styles for AI training, generative AI creation, deepfakes, voice cloning, or the generation of any derivative synthetic media. The creation of any new media using AI services is strictly prohibited without separate, prior written consent.
- **Content:** I agree that any formats, brands, or trademarks owned by CSz remain their property. Any collaborative works created during volunteer performances are licensed to CSz for promotional and archival use.

9. Assumption of Risk & Liability Waiver

I understand that participation involves physical activity and risk. I voluntarily assume these risks and release and hold harmless CSz, its staff, and affiliates from liability for injury, loss, or damage, except in cases of gross negligence as defined by Idaho law.

10. Background Checks

For the safety of our community, especially when working with minors, I understand that certain roles may require a criminal background check. I agree to provide the necessary information for this screening and understand my volunteer status is contingent upon a satisfactory result.

11. Emergency Contact

I agree to provide and maintain current emergency contact information as requested.

12. Agreement Acknowledgment

By signing below, I acknowledge that:

- I have read and understand this agreement and the Code of Conduct.
- I agree to the terms outlined above.
- I understand my role is voluntary and unpaid.

Volunteer Name: _____

Signature: _____ Date: _____