

VOLUNTEER AGREEMENT - FULL FRAME DOCUMENTARY FILM FESTIVAL

The undersigned ("Volunteer") agrees to the following as a condition to Volunteer's volunteering for the 2024 Full Frame Documentary Film Festival (Full Frame):

1. This volunteer relationship can be terminated at will at any time without notice and without cause by either Full Frame or by Volunteer.
2. Volunteer acknowledges that this is an unpaid volunteer position and that no compensation is expected in return for services to Full Frame, a non-profit organization and program of the Center for Documentary Studies at Duke University (excludes team leaders). Volunteer further agrees that he/she/they will not become eligible for any employment benefits as a result of the volunteer activities that he/she/they performs. Volunteer is agreeing to perform volunteer activities solely for his/her/their personal purposes, pleasure or education.
3. Volunteer is responsible for his/her/their own insurance coverage in the event of personal injury or illness as a result of Volunteer's services to Full Frame. It is strongly recommended that Volunteer brings proof of health insurance with him/her/their.
4. Volunteer must be 18 years of age by their first shift/work date of Full Frame 2024.
5. Volunteer shall attend all training sessions pertinent to their position. Volunteer shall arrive on time and volunteer for the entire shift assigned by their team leader. Volunteer must contact the volunteer coordinator at least 24 hours in advance if he/she/they needs to cancel his/her/their preassigned shift. Unexcused absences and/or habitual tardiness will result in termination of volunteer duties and may adversely affect Volunteer's ability to volunteer for future festivals. Some events may run longer than expected. Volunteer should be prepared to volunteer his/her/their services beyond the pre-assigned schedule.
6. Volunteer must wear "Volunteer" uniform at all times when on duty unless otherwise directed. Volunteer must look and act professional and presentable when on duty. The Full Frame volunteer coordinator or staff have the right to refuse volunteers who do not adhere to dress code.
7. Volunteer shall not participate in festival events during his/her/their volunteer shift; i.e. Volunteer may attend films, panel discussions, and festival parties only during such times when Volunteer is not performing his/her/their volunteer activities.
8. Volunteer shall not use or possess alcohol or any controlled substances or engage in any illegal activities while providing volunteer services.
9. Volunteer shall use appropriate and respectful language, tone, volume and content while undertaking activities associated with Full Frame.
10. Volunteer shall treat all Full Frame stakeholders in a non-discriminatory manner with regard for their rights and obligations.
11. Volunteer shall actively avoid harassment and discrimination against staff, volunteers and general public on grounds of gender, sexual preference, age, race, cultural background, disability, political or religious conviction.

Some examples of what may be considered harassment, depending on the facts and circumstances, are the following:

Verbal harassment: derogatory or vulgar comments regarding a person's race, sex, religion, ethnicity, physical appearance, or other categories or characteristics protected by law; threats of physical harm; or distribution of written or graphic material having such effects.

Physical harassment: touching, hitting, pushing or other aggressive physical contact, or threats to take such action.

Sexual harassment: unwelcome or unsolicited sexual advances, demands for sexual favors, or other verbal or physical conduct of a sexual nature.

12. Volunteer shall not make any statements, orally or in writing, regardless of whether such statements are truthful, nor take any actions, which could disparage the reputation and/or goodwill of Full Frame. Volunteer may not self-promote himself/herself/themself, take celebrity photographs or autographs, scalp volunteer tickets, and otherwise profit from gratuities or other volunteer privileges.

13. Volunteer grants and conveys to Full Frame all right, title, and interest in any and all photographs, images, video, or audio recordings of Volunteer or Volunteer’s likeness or voice made by Full Frame in connection with providing volunteer services to Full Frame.

14. Volunteer shall not, without the prior written consent of Full Frame, use or disclose the following information (“Confidential Information”): any information furnished to Volunteer, or learned during his/her/their volunteer services during the course of Full Frame, by virtue of the rights granted under this Agreement, including, without limitation, the identity of attendees of Full Frame, the dates and whereabouts of special events related to Full Frame, the terms of any agreements related to Full Frame, information about ticket sales or revenues, and proprietary information, including without limitation, trade secrets and know-how, except as otherwise required by law or court order. Confidential Information does not include information which is or becomes public knowledge or part of public literature or is approved for release by the written authorization of Full Frame.

15. Volunteer acknowledges that he/she/they participates willingly and voluntarily in providing volunteer services and assumes full responsibility, for personal injury, accidents or illness, including death, and for damage to or loss of personal property while providing volunteer services. Volunteer hereby releases Full Frame, the Center for Documentary Studies, Duke University, and its directors, officers, agents, employees, managers, other volunteer, contractors, and/or representatives (collectively, “Releasees”) from all actions, claims, or demands that Volunteer and/or his/her/their heirs, personal representatives, or assigns now have or may have in the future for injuries, damages or death resulting from Volunteer performing volunteer services for Full Frame. Volunteer shall indemnify, defend and hold Full Frame and its Releasees harmless to the fullest extent permitted by law for, from and against any and all claims, demands, causes of action, suits, obligations, damages, penalties, claims, costs, charges and expenses, including reasonable attorney fees, and expenses of any character or any nature, which may be made or brought against or incurred by Full Frame and its Releasees relating to or arising out of Volunteer providing volunteer services at Full Frame, or Volunteer’s breach of this Agreement. The provisions of this Section shall survive and continue after termination or expiration of this Agreement the volunteer relationship with Volunteer.

16. Volunteer has carefully read this Volunteer Agreement, understands its content and knowingly and voluntarily executes this Volunteer Agreement and signs it of their own free will.

Signature

Print Name

Date