



Volunteer Terms & Conditions

Effective Date: 7/24/26

These Volunteer Terms & Conditions ("Agreement") govern participation in volunteer activities with Spooktacular Studios ("Organization"). By volunteering, you acknowledge that you have read, understood, and agree to the following terms.

1. Voluntary Participation

Participation as a volunteer is entirely voluntary. Volunteers are not employees, contractors, or agents of the Organization and are not entitled to wages, benefits, or compensation unless otherwise agreed to in writing.

2. Code of Conduct

Volunteers agree to:

- Treat all individuals with dignity, respect, and professionalism.
- Follow all Organization policies, procedures, and instructions.
- Maintain appropriate behavior at all times.
- Refrain from discrimination, harassment, bullying, or abusive conduct.
- Represent the Organization in a positive and responsible manner.

3. Health and Safety

Volunteers agree to:

- Follow all health and safety guidelines provided by the Organization.
- Report unsafe conditions, injuries, or accidents immediately.
- Perform only those tasks for which they are authorized and capable.
- Use equipment and materials responsibly.

4. Attendance and Reliability

Volunteers are expected to:

- Arrive on time for scheduled volunteer shifts.
- Notify the Organization as soon as possible if unable to attend.
- Communicate any scheduling conflicts promptly.

5. Confidentiality

Volunteers may have access to confidential or sensitive information. Volunteers agree not to disclose, copy, or misuse confidential information obtained during their service, both during and after their volunteer relationship.

6. Protection of Property

Volunteers agree to use Organization property, equipment, and resources responsibly and return any borrowed items upon request or at the end of their service.

7. Photography and Media

Unless otherwise agreed in writing, the Organization may photograph or record volunteers during activities and use such images or recordings for promotional, educational, or fundraising purposes. Volunteers may opt out by notifying the Organization in writing before participating.

8. Background Checks

Where permitted or required by law and appropriate for the volunteer role, the Organization may require background checks before or during volunteer service.

9. Liability and Assumption of Risk

Volunteer activities may involve certain risks. By participating, volunteers acknowledge these risks and agree to exercise reasonable care while performing volunteer duties. To the fullest extent permitted by applicable law, volunteers accept responsibility for risks inherent in the activities in which they choose to participate.

10. Insurance

Unless otherwise stated by the Organization, volunteers are responsible for maintaining their own personal health, medical, automobile, and liability insurance coverage.

11. Termination of Volunteer Service

The Organization may suspend or terminate a volunteer's participation at any time, with or without notice, if it determines such action is in the best interests of the Organization, its participants, or the public. Volunteers may discontinue their service at any time.

12. Compliance with Laws

Volunteers agree to comply with all applicable federal, state, provincial, and local laws, regulations, and Organization policies.

13. Minors

Volunteers under the age of 18 must have written consent from a parent or legal guardian where required by law or Organization policy.

14. Non-Discrimination

The Organization is committed to providing an environment free from discrimination and harassment and expects all volunteers to uphold these standards.

15. Changes to These Terms

The Organization reserves the right to update or modify these Terms & Conditions at any time. Continued volunteer participation after changes become effective constitutes acceptance of the revised terms.

16. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the jurisdiction in which the Organization operates, unless otherwise required by applicable law.

17. Acknowledgment

By Checking The Box Yes, I acknowledge that I have read and understood these Volunteer Terms & Conditions and agree to comply with them.