

VILLAGEOS VOLUNTEER AGREEMENT

Document Number: VO-006

Version: 1.0

Organization: VillageOS.ca

VOLUNTEER AGREEMENT

Thank you for choosing to volunteer with VillageOS.

Volunteers play an essential role in helping build thriving villages, regenerative farms, community projects, educational programs, and local initiatives that strengthen communities and improve quality of life.

This Volunteer Agreement outlines the expectations, responsibilities, and commitments of both VillageOS and its volunteers.

PURPOSE OF VOLUNTEERING

VillageOS provides opportunities for individuals to contribute their time, knowledge, skills, and energy toward:

- Regenerative farming
- Community gardening
- Village development projects
- Educational programs
- Events and workshops
- Environmental stewardship
- Community building initiatives
- Infrastructure and maintenance projects

Volunteers are valued members of the village ecosystem.

VOLUNTARY PARTICIPATION

I understand that:

- My participation is entirely voluntary.
- I may discontinue volunteering at any time.
- VillageOS may end volunteer participation at its discretion.
- Volunteer service does not create an employment relationship.

I acknowledge that volunteering does not entitle me to wages, benefits, or compensation unless otherwise agreed upon in writing.

VOLUNTEER RESPONSIBILITIES

As a VillageOS volunteer, I agree to:

Respect People

- Treat all individuals with dignity and respect
- Foster a welcoming and inclusive environment
- Support a culture of collaboration

Respect Property

- Care for tools, equipment, facilities, and resources
- Follow all usage policies and procedures
- Report damage or concerns promptly

Respect the Land

- Practice environmental stewardship
- Follow sustainable farming and land management practices
- Protect crops, wildlife, and natural ecosystems

Follow Direction

- Follow instructions from Village Managers and supervisors
- Ask questions when uncertain
- Stay within assigned responsibilities

Act Professionally

- Arrive on time when commitments have been made
 - Communicate respectfully
 - Conduct myself in a manner that reflects positively on the village community
-

HEALTH & SAFETY

Volunteers agree to:

- Follow all safety policies and procedures
- Wear required personal protective equipment (PPE)
- Report injuries, hazards, and unsafe conditions immediately
- Participate only in activities they are authorized and capable of performing

Safety takes priority over productivity.

If a task appears unsafe, volunteers should stop work and notify Village Management immediately.

TRAINING & SUPERVISION

VillageOS may provide:

- Orientation sessions
- Safety training
- Equipment instruction
- Project-specific guidance

Volunteers agree to participate in required training and follow instructions provided by supervisors.

CONFIDENTIALITY

Volunteers may occasionally have access to information related to:

- Members
- Participants
- Donors
- Business operations
- Community projects
- Future development plans

Volunteers agree not to disclose confidential information without authorization.

This obligation remains in effect after volunteer service concludes.

CODE OF CONDUCT

Volunteers agree to comply with:

- Village Values
- Code of Conduct
- Farm Rules
- Safety Guidelines
- Equipment Use Policy
- Emergency Procedures

Violations may result in suspension or termination of volunteer participation.

ANTI-HARASSMENT POLICY

VillageOS is committed to providing a respectful environment free from:

- Harassment
- Bullying
- Discrimination
- Intimidation
- Retaliation

Any inappropriate behaviour should be reported to Village Management immediately.

USE OF TOOLS & EQUIPMENT

Volunteers may only use tools and equipment when:

- Authorized to do so
- Properly trained
- Following safety procedures

VillageOS reserves the right to restrict equipment access at any time.

PHOTOGRAPHY & MEDIA CONSENT

VillageOS may document activities through photography, video, or other media for educational, promotional, and community purposes.

By participating as a volunteer, I grant VillageOS permission to use photographs, videos, and recordings that include my image or likeness.

☐ I Consent

☐ I Do Not Consent

LIABILITY ACKNOWLEDGEMENT

I understand that volunteer activities may involve certain risks, including but not limited to:

- Outdoor work
- Physical labour
- Weather exposure
- Use of tools and equipment
- Interaction with animals
- Construction or maintenance activities

I agree to review and comply with all applicable waivers and liability agreements prior to participation.

COMMUNITY STEWARDSHIP

VillageOS operates on the principle that strong communities are built through contribution, responsibility, and shared purpose.

As a volunteer, I commit to helping create a positive, respectful, and productive environment for everyone involved.

I understand that my actions contribute to the culture and success of the village.

VOLUNTEER RECOGNITION

VillageOS values the contributions of volunteers and may provide:

- Recognition programs
- Educational opportunities
- Community events
- Letters of reference (when appropriate)
- Skills development opportunities

Recognition is provided at the discretion of VillageOS.

TERMINATION OF VOLUNTEER PARTICIPATION

Volunteer participation may be ended by either party at any time.

VillageOS reserves the right to terminate volunteer involvement for reasons including:

- Safety violations
- Misconduct
- Harassment
- Failure to follow policies
- Disruptive behaviour
- Damage to property
- Misrepresentation of VillageOS

ACKNOWLEDGEMENT

I acknowledge that:

- I have read and understood this Volunteer Agreement.
- I agree to comply with all VillageOS policies and procedures.
- I understand that my participation is voluntary.
- I understand that this agreement does not create an employment relationship.
- I agree to contribute positively to the mission and values of VillageOS.

Volunteer Name:

Signature:

Date:

Phone Number:

Email Address:

Village / Farm Assignment:

Village Manager:

OFFICE USE ONLY

Volunteer Orientation Completed:

☐ Yes ☐ No

Safety Training Completed:

☐ Yes ☐ No

Waiver Signed:

☐ Yes ☐ No

Volunteer Approved:

☐ Yes ☐ No

Approved By:

Date:

VillageOS Volunteer Commitment

"Contribute What You Can. Learn What You Need. Leave the Village Stronger Than You Found It."