



Volunteer Expectations, Code & Waiver

Volunteer Expectations

As a volunteer, YOU become the face of the State Games of Tennessee. Volunteers have more direct interaction with the participants than the others. You become one of the memorable pieces of the event for the athletes, parents, and coaches. It is very important that volunteers are friendly and approachable from the time athletes arrive to the time they leave. Often, the volunteer working the registration table is the first State Games of Tennessee representative that the participant will see. First impressions are an important part of a good experience at the State Games of Tennessee.

Volunteers should dress comfortably and appropriately for the weather. Many of the opportunities are outdoors in the summer. Volunteers are expected to wear the provided volunteer t-shirt while representing the Iowa Games.

Volunteers are expected to arrive on time for their shift. If for any reason you are unable to make your shift, please notify State Games of Tennessee staff as soon as possible.

If you have any concerns regarding your event or have feedback while working your shift, please contact State Games of Tennessee staff. You are our eyes and ears at events. For example, if you repeatedly are asked the same question, that may be something to bring up to the staff so it can be communicated more clearly in the future.

State Games of Tennessee staff or the sport commissioner will be in touch with all volunteers prior to the event with any necessary information. If you have a sport specific question, please ask the commissioner or person in charge of your shift. Commissioner contact information will be provided to you prior to the event via email.

Volunteer Conduct

Volunteers are expected to follow rules of conduct that will protect the interest and safety of all other volunteers, participants, and staff. The following are only some examples of inappropriate conduct which could lead to dismissal:

- a. Theft or inappropriate removal or possession of State Games of Tennessee property or that of any volunteer, staff member, or participant.
- b. Volunteering under the influence of alcohol or illegal drugs and/or illegal or unauthorized possession, distribution, sale, transfer, or use of alcohol or illegal drugs.

- c. Creating a disturbance at any venue that could jeopardize the safety of others.
- d. Lack of cooperation, or other disrespectful conduct.
- e. Inappropriate use of language and cell phones.
- f. Unsatisfactory performance or conduct.

Sexual Abuse and Misconduct Prevention Policy The State Games of Tennessee seeks to provide a safe environment for those who participate in events conducted by the State Games of Tennessee. Adults volunteering in programs and events covered by this Policy shall not:

- a. Have one-on-one contact with minors: there must be two or more adults present during activities where minors are present. Authorized Adults also shall not have any direct electronic contact with minors without another adult being included in the communication.
- b. Engage in abusive conduct of any kind toward, or in the presence of, a minor.
- c. Strike, hit, administer corporal punishment to, or touch in an inappropriate or illegal manner any minor.
- d. Pick up minors from or drop off minors at their homes, other than the driver's child(ren), except as specifically authorized in writing by the minor's parent or legal guardian.
- e. Authorized Adults shall not provide alcohol or illegal drugs to any minor. Authorized Adults shall not provide prescription drugs or any medication to any minor unless specifically authorized in writing by the parent or legal guardian as being required for the minor's care or the minor's emergency treatment.
- f. Make sexual materials in any form available to minors participating in programs or activities covered by this Policy or assist them in any way in gaining access to such materials.

Waiver Form

IN CONSIDERATION of the participant being allowed to volunteer in any way in the State Games of Tennessee athletics/sports programs and related events and activities, the undersigned: ACKNOWLEDGE AND FULLY UNDERSTAND that the participant will be engaging in activities that involve risk of serious injury and/or communicable disease (COVID-19), including permanent disability and death, and severe social and economic losses that might result NOT only from his or her own actions, inactions or negligence, but the actions, inactions or negligence of others, the rules of play or the condition of the premises or of any equipment used. Further, that there may be other risks not known or now reasonably foreseeable at this time. ASSUME all of the foregoing risks, known and unknown, and accept personal responsibility for the damages following such injury, permanent disability or death. RELEASE, WAIVE, DISCHARGE, HOLD HARMLESS, INDEMNIFY AND COVENANT NOT TO SUE Greater Jackson Chamber/State Games of Tennessee, sponsor of the State Games of Tennessee, the National and State Governing Sports bodies, National Congress of State Games, venues being used by the State Games of Tennessee, City of Jackson, Madison County Government, their respective administrators, officers, directors, agents, representatives, coaches and other employees or volunteers of the organizations, other participants, sponsoring agencies, sponsors, advertisers, and, if applicable, owners and lessors of premises used to conduct the event, all of which are hereinafter referred to as "releases," from any and all liability to each of the undersigned, his or her heirs, executors, administrators, successors, assigns or next of kin for any and all claims, demands, losses or damages on account of injury, including death or damage to property, caused or alleged to be caused in whole or in part by the negligence of the releasee or otherwise, to the fullest extent permitted by law. CONSENT to permit and authorize officials of the State Games of Tennessee to seek emergency medical treatment in the event of accident or injury and consent to permit and authorize those providing medical care to perform medical treatment as deemed

necessary. CONSENT to allow Participant's picture and/or voice or likeness to appear in any official documentary, promotional (including all advertisements) television, radio, film coverage or world wide web of the State Games of Tennessee without compensation. THE UNDERSIGNED HAVE READ THE ABOVE WAIVER, RELEASE OF LIABILITY AND AUTHORIZATION OF MEDICAL TREATMENT, UNDERSTAND THEY HAVE GIVEN UP SUBSTANTIAL RIGHTS BY SIGNING IT AND ACKNOWLEDGE THAT THEY HAVE SIGNED IT VOLUNTARILY.