

VOLUNTEER SERVICES AGREEMENT

ONE MILLION DEGREES (“OMD”) aims to accelerate community college students’ progress on career pathways to economic mobility by providing a comprehensive scholar development program. A key component of the One Million Degrees’ Scholar Development Model is the combined workshop and coaching session that brings the whole OMD community together every month.

As an OMD Volunteer Coach (“**Coach**”), you will contribute to an OMD Scholar’s success as you encourage, motivate, offer perspective, and share your knowledge with the scholar. This process of cultivating the coaching relationship will help scholars establish and work toward measurable goals. develop effective leadership and communication skills, and excel personally, professionally, and academically.

In consideration of the opportunity and experience afforded me to participate as a Coach with OMD, the sufficiency of which I acknowledge, I agree as follows:

1. Volunteer Activities. I understand that, as a volunteer, I will not receive any compensation for my work and that I am not an employee, agent, or contractor of OMD or any of its affiliates, nor do I have a formal work appointment for my volunteer services. I also understand that I can be dismissed as a volunteer at any time and for any reason.

2. Services. I understand that I am agreeing to provide certain coaching services (the “**Services**”) to OMD scholars. As part of these Services, I agree to:

- Acknowledge and respect OMD’s commitment to promoting equity for the underrepresented communities that we serve.
- Serve as a mentor, coach and cheerleader throughout the academic years.
- Complete all required onboarding and coach training requirements before the start of the academic year.
- Attend all five scholar development sessions in-person at your assigned campus location
- Submit exit surveys after in-person Scholar Development Sessions (SDS) and optional monthly connections outside of SDS.
- Share any scholar concerns and/or any other feedback to OMD staff throughout the academic year by communicating with your assigned OMD Volunteer Coordinator.

3. OMD Volunteer Policy. I agree to abide by the OMD Volunteer Code of Conduct, attached hereto as **Exhibit A** (the “**Policy**”). I understand that the Policy is in effect and applies to my behavior for the entire duration of my time as a Coach. I understand that OMD reserves the right to change the Policy at any time and for any reason, with or without prior notice, and that neither OMD nor any of its officers, employees, volunteers, or agents shall be responsible or liable for any expenses or losses that I may sustain because of these changes; provided, however, that I shall have the right to terminate this agreement upon any changes in OMD’s Policy.

4. Confidentiality. I acknowledge that, during the performance of coaching services, I will have access to information generally not known to the public, including but not limited to information

relating to OMD and the scholars' identities, addresses, contact information, and other personal information ("**Confidential Information**"). I agree to hold all Confidential Information in the strictest confidence and will not disclose it to any third party. I will not disclose any Confidential Information in connection with litigation or by a court or regulatory agency or other governmental body unless I first give written notice to OMD so that it can seek a protective order precluding or limiting disclosure. I acknowledge that OMD Coaches do not have the right to information relating to student records, including, but not limited to, grades and enrollment status.

5. Rights to Photos and Images. I authorize the use and reproduction by OMD of my name, written or spoken words, photograph, picture, portrait, voice/image recordings and the like, together with limited biographical information, for any educational or promotional purpose including but not limited to (i) electronic publication on the OMD website, (ii) use/publication in OMD publications, professional materials, displays, promotional materials or advertisements (to be published either electronically and posted on the OMD website, or in paper form and distributed freely), and (iii) any other educational or promotional purpose, publication, instructional situation or similar endeavor.

6. Assumption of Risk. I am aware that as a Coach participating in the program, I may participate in events, including and in particular automobile travel to and from program events and sessions, that have inherent risks. I am voluntarily participating as a Coach with the knowledge that I may encounter such risks, such as the risks usually associated with automobile travel, as well as other risks that may not be foreseeable. I understand that accidents with property damage, bodily or personal injury, including death, can occur during automobile travel, as a result of negligence or otherwise. Knowing said risks, I nevertheless assume those risks. I also assume the risks of property damage, bodily or personal injury that may result, directly or indirectly, from my participation in the Program.

7. Release and Indemnification. I hereby agree to waive, release and discharge and further agree to defend, hold harmless and fully indemnify OMD and its directors, officers, employees, volunteers, successors, assigns and agents (collectively, "**Released Parties**") of and from any and all liability, claims, demands, damages, expenses or causes of action whatsoever related to any loss, damage, harm or injury arising out of or caused by my participation in the Program. I agree that any claim, suit or action that is pursued against me as a result of my participation in the Program, including but not limited to, claims of property damage, personal injury, and intentional tort, are my sole responsibility and not that of the Released Parties.

8. No Insurance Coverage. I understand that, as a volunteer, I am not provided with accident or medical insurance by OMD, and OMD is not responsible for any medical expenses I may incur as a result of accident or injury. In the event of any medical emergency, I authorize OMD, its officers, employees, volunteers and agents to secure from any licensed hospital, physician and/or medical personnel any emergency medical treatment deemed reasonable and necessary for my own immediate care. I acknowledge that, notwithstanding the foregoing, neither OMD nor its officers, employees, volunteers or agents shall be under any obligation to seek medical treatment on my behalf, even in the event of an emergency.

9. Solicitation. I understand that I am volunteering to serve as a Coach in my capacity as an individual, not on behalf of any group or organization, and I agree I will not use any OMD events as an opportunity to promote any outside group or organization or solicit any business or referral. If, at any time, a conflict of interest or potential conflict of interest arises between my volunteer duties on behalf of OMD and any other interest I may have, I will disclose that conflict to my supervisor immediately.

10. Governing Law. The laws of the State of Illinois shall govern this Agreement. In the event any portion of this Agreement is found to be void it shall not affect the remaining portions of the Agreement, and such remaining portions shall remain in effect and be binding on the parties hereto.

11. Dispute Resolution. I agree that, should there be any dispute concerning my participation as a Coach that would require the adjudication of a court of law, such adjudication will occur in the courts of, and be determined by the laws of, the State of Illinois. Unless OMD agrees otherwise, the venue shall be the United States District Court for the Northern District of Illinois sitting in Cook County or, if that court does not have subject matter jurisdiction, in any state court sitting in Cook County, and any appellate court from thereof.

I have carefully read this Agreement, including the waiver, release and indemnification provisions. I fully understand the Agreement, and I am agreeing to each of the provisions and this Agreement as a whole of my own free will. Further, by signing this agreement I attest to the fact that I am eighteen (18) years of age or older.

I HAVE READ AND UNDERSTAND ALL OF THE ABOVE

ONE MILLION DEGREES

VOLUNTEER

By: _____
Name:
Title:

By: _____
Name:

