

# World Camp Inc Volunteer Application

\*please read note on final page of application

**Name:**

**Phone:**

**Sex:**

**Email:**

**Date of Birth:**

**Year in School, if applicable:**

**Current Address:**

**Major:**

**Permanent Address:**

**GPA:**

**Permanent Phone:**

**T shirt size:**

World Camp Inc. Volunteer Policies:

World Camp Inc (WC) considers its volunteers its most valuable asset. It believes that a clear understanding of the working agreement between World Camp Inc and its volunteers is the basis for a productive environment. These policies explain what WC asks of its volunteers.

1. Camp Policies: These pertain to behavior while conducting camps.
  - A. Each volunteer is expected to teach from WC's curriculum and limit deviation to a minimum.
  - B. Volunteers should not display favoritism to any student or volunteer during camp.
  - C. Please report any student behavioral or medical problems to a WC group leader or headmaster; do not attempt to solve any of the issues yourself.
  - D. Public displays of affection, especially between men and women, will not be accepted in camp.
  - E. Each volunteer is expected to behave respectfully, responsibly, and appropriately for each culture we encounter. The volunteer represents WC.
  - F. Each volunteer is expected to complete his/her camp responsibilities in a timely manner.
  - G. Do not make WC commitments without WC approval.
  - H. Volunteers are not to distribute WC curriculum without consent of WC.
  - I. Each volunteer is expected to participate in daily camp evaluations.
  - J. Volunteers serving in teacher and group leader roles must remain with the group unless deemed appropriate.
  - K. Profanity or implications of profanity and unprofessional behavior will not be tolerated in camps.
2. Group Policies: Pertaining to group interaction.
  - A. If a dispute occurs between group members, first bring the issue forward between the parties involved. If there is no resolution, secondly, bring in a director to help mediate and solve the problem. The idea is to keep as few people involved as possible.
  - B. If one is uncomfortable in any situation, speak up. Your silence is your consent.
  - C. WC does not condone alcohol use, however it does not restrict it completely. There is to be no excessive drinking on nights before camps or other important days. Any

- problem with drinking while with WC will be dealt with utmost seriousness.  
D. Illegal drug use (USA standards) will not be tolerated.
3. General Policies:
- A. Confrontational situations with locals should be avoided.
  - B. Volunteers should make a point to behave appropriately and conservatively in public.
4. Organizational Policies: Punctuality and Appearance
- A. It is expected that each member of the group be on time, punctual, and prepared for any set and scheduled event. Tardiness will not be tolerated.
  - B. For Camp: Appropriate attire must be worn during all programs: WC T-shirt, Khaki shorts/pants, and shoes for men. WC T-shirt, Khaki skirt below mid-calf, and shoes for women.
  - C. In Town: Women must wear long skirts or pants and may not wear tank tops, and men must not wear short shorts or tank tops. Everyone must wear shoes.
  - D. WC volunteers should try to refrain from wearing jewelry, especially flashy or expensive jewelry.
5. Lodging Policies: Pertaining to place of dwelling
- A. Each volunteer must be responsible for his/her personal items in an organized manner.
  - B. Each volunteer is expected to respect other's belongings, privacy, and personal space and time.
  - C. Each volunteer is expected to carry his or her passport and travel documents at all times unless locked in a safe at volunteer's own risk (If this is the case, then volunteers must carry copies of their passport.)
  - D. Each volunteer is expected to contribute to group cleaning efforts.
6. Driving and Traveling Policies: Pertaining to walking, riding, and driving WC vehicles
- A. No volunteers are allowed to drive the vehicles unless there is an emergency.
  - B. All occupants of the vehicles are expected to wear a seat belt at all times if at all possible.
  - C. The maximum speed limit when traveling in a vehicle is 110 KM/H unless otherwise posted.
  - D. There will be no traveling in vehicles after dark except in extreme emergencies. Travel within city limits after dark will be possible when deemed necessary.
  - E. Travel in groups of 3 or more will be required at all times whether in car or on foot. Groups of 2 or more are required once in a designated safe area. In other words, never be by yourself. Always let the larger groups know your whereabouts. If whereabouts are hazardous, WC directors have the right to deny going. Directors must determine exceptions to this rule.
7. Sexual Harassment Policy
- A. World Camp Inc. will not tolerate Sexual Harassment by volunteers and members of the organization. Sexual Harassment means sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature when :
    1. Submission to or rejection of such advances, requests, or conduct is made either explicitly or implicitly a term or condition of volunteer position.
    2. Sexual Harassment may also include: Advances, requests, or conduct that have the purpose or effect of unreasonably interfering with an individual's work performance by creating an intimidating, hostile, humiliating, or sexually offensive work environment.
    3. Examples include, but are not limited to: Unwelcome sexual advances (physical touching or not), sexual jokes, gossip regarding one's sex life, comments on an individual's body, comments about an individual's sexual activity, inquiries into an individual's sexual experiences, sexual gestures, and brushing against the body. Volunteers may file written or oral complaints to a director.
  - B. Disciplinary action or dismissal will occur after an investigation of the complaint conducted by directors is found to be accurate. If a complaint is filed involving a director, the remaining directors will conduct the investigation.

8. Discrimination Policy: World Camp Inc. does not discriminate on the basis of sex, handicap, disability, race, age, color, religion, national or ethnic origin, marital status, or sexual preference in its educational programs, admissions policies, volunteer practices, and in administrative procedures.

9. Breaking Policy

A. First Offence: Warning and assessment of infraction. If infraction is deemed severe enough, WC reserves the right to enact Policy 9 section B and/or C at this time, found below.

B. Second Offence: Appropriate action by means of limitations of freedom; reevaluation of infractions and discussion of wrongdoing.

C. Third Offence: If deemed severe enough, volunteer will be expelled from WC at volunteer's expense.

I have read and agree to the above policies for the program date of \_\_\_\_\_

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

1. Wolf, Thomas. *Managing a Nonprofit Organization in the Twenty-first Century*. 1999. Simon and Schuster. p. 143-144

World Camp Inc Volunteer Contract: I \_\_\_\_\_ agree to act in a manner which is appropriate and acceptable to my fellow volunteers, my country, my host countries, people and students with whom I work, people native of the regions which I visit, and myself. Appropriate behavior is defined as a behavior that is not threatening to myself or others, a behavior which does not jeopardize the lives or mission of other World Camp, Inc volunteers. Abuse of alcohol or other drugs is not acceptable.

Furthermore, I understand that World Camp, Inc is not responsible for my actions and that I am solely responsible for my choices. I understand that not speaking up in a situation in which I feel uncomfortable or comfortable will be the same as giving my consent for that situation to occur. I also understand that World Camp, Inc, its directors, staff, and the other team members cannot be held legally responsible in the event of any accidental mishap, personal injury, or death while volunteering or participating in the program.

I understand that as a volunteer of World Camp, Inc, I have committed myself to follow the mission of World Camp and to be an active participant. An active participant is defined as one who carries out any necessary duties or tasks and is a team player. In consideration of the services of World Camp Inc, their agents, officers, volunteers, participants, employees, and all other persons or entities acting in any capacity on their behalf (hereinafter collectively referred to as "WC"), I hereby agree to release, indemnify, and

discharge WC, on behalf of myself, my children, my parents, my heirs, assigns, personal representative, and estate as follows:

1. I acknowledge that my participation in volunteer travel based activities entails known and unanticipated risks which could result in physical or emotional injury, paralysis, death, or damage to myself, to property, or to third parties. I understand that such risks simply cannot be eliminated without jeopardizing the essential qualities of the activity. Furthermore, WC leaders have difficult jobs to perform. They seek safety, but they are not infallible. They might be unaware of a participant's fitness or abilities. They may give inadequate warnings or instructions, and the equipment being used might malfunction.
2. International and bush travel has danger and risk. I acknowledge that risk exists including, but not limited to: hazards of travel in the bush and in a foreign country, weather, travel by boat, raft, plane, truck, train, horse, foot, bicycle and other conveyance, forces of nature, slips and falls, falling, exposure to insect and snake bites, disease, my physical condition, crime, civil unrest, injury or illness in remote areas without means of rapid evacuation or adequate medical care, supplies, or facilities. I agree that WC shall have no liability regarding the adequacy of medical care and supplies that may be provided.
3. I expressly agree and promise to accept and assume all of the risks existing in this activity. My participation in this activity is purely voluntary, and I elect to participate in spite of the risks.
4. I hereby voluntarily release, forever discharge, and agree to indemnify and hold harmless WC from any and all claims, demands, or causes of action, which are in any way connected with my participation in this activity or my use of WC's equipment or facilities, including any such claims which allege negligent acts or omissions of WC.
5. Should WC or anyone acting on their behalf be required to incur attorney's fees and costs to enforce this agreement, I agree to indemnify and hold them harmless for all such fees and costs.
6. I certify that I have adequate insurance to cover any injury or damage I may cause or suffer while participating, or else I agree to bear the costs of such injury or damage myself. I further certify that I have no medical or physical conditions that could interfere with my safety in this activity, or else I am willing to assume - and bear the costs of - all risks that may be created, directly or indirectly, by any such condition.
7. In the event that I file a lawsuit against WC, I agree to do so solely in the state of North Carolina, and I further agree that the substantive law of that state shall apply in that action without regard to the conflict of law rules of that state. If I, or anyone acting on their or my behalf, should bring such suit, then they/I shall pay all reasonable attorney fees, court and costs of defense should they/I not prevail.
8. I give my permission to receive emergency medical treatment from any qualified medical personnel.

By signing this document, I acknowledge that if anyone is hurt or if property is damaged during my participation in this activity, I may be found by a court of law to have waived my right to maintain a lawsuit against WC on the basis of any claim from which I have released them herein. I agree that if any portion of this agreement is found to be void or unenforceable, the remaining portions shall remain in full force and effect.

I have had sufficient opportunity to read this entire document. I have read and understood it, and I agree to be bound by its terms.

Signature of Participant: \_\_\_\_\_ Print name \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_ Date: \_\_\_\_\_

EMERGENCY CONTACT INFORMATION:

Your name as it appears on your passport\_\_\_\_\_

Passport Number if available\_\_\_\_\_

Four Persons to contact in an emergency:

Name and Number

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

Type of credit card(s) you carry:

Telephone number(s) to call if lost or stolen (make sure it is a number that may be dialed from outside the USA, no 800 numbers):

Health/Travel insurance name, policy number, and emergency contact number:

Blood Type (if known): Please list medical conditions we need to know about, such as allergies. List medications you are currently taking.

Do you have any medical conditions requiring any special attention?

All information on this form will be kept confidential unless needed by a medical professional.

Program Preference (Please refer to the website for program options):

Short Answer Questions:

Based on what you know about World Camp, what are the greatest aspects you can bring to our team? What skills can you bring (ex: web design, teaching, fundraising experience, etc.)?

How do you think you will benefit from being on the World Camp Team?

Please explain why you are willing to make such a commitment.

Briefly outline other activities in which you are currently involved.

Personal statement: describe your-self, interests and goals.

Please attach a résumé and any other information you think would be useful for your application.

\*PLEASE NOTE THE FOLLOWING: Volunteering for World Camp is a time consuming commitment. We expect all of our volunteers to be committed to giving their best; it is not easy, but it is lots of fun and it is well worth it; we promise. This application does not bind you to anything, but please apply only if serious.