



Volunteer Agreement

This Volunteer Agreement is entered into between The Chicago Rose [The Lincoln Foundation], a 501(c)(3) nonprofit organization, and the signed individual volunteering their services ("Volunteer").

1. Scope of Work

Chicago Rose volunteers agree to perform the following duties and responsibilities:

The Chicago Rose volunteer staff agrees to provide a minimum of 10 service hours a month to maintain active status and receive the Rose+ membership. This membership is the equivalent of 55.00 dollars and allows a volunteer one guest pass per event they attend. Hours may be performed in a variety of capacities many of which are listed in the volunteer survey.

If a volunteer wishes to provide service in a Dungeon Monitoring or Sanitation capacity they agree to complete the necessary supplemental training to ensure compliance with our community standards.

Each Volunteer also commits to maintain their continuing education through a minimum of 4 classes a year, one of which must have content that addresses consent. The Rose management team will accept courses completed outside the organization should the volunteer submit proof of completion. Completion of courses within The Chicago Rose education curriculum cannot coincide with active service hours (that is to say you cannot volunteer behind the bar of the class you are attending and submit that same class for credit).

2. Time Commitment

Volunteer agrees to dedicate a minimum of [10] hours per month to fulfill the duties outlined in this Agreement. Any changes to the agreed schedule must be communicated and approved by both parties in advance.

3. Volunteer Status

Volunteer understands and agrees that they are not an employee of the Chicago Rose Organization and will not receive any compensation, benefits, or insurance coverage typically provided to employees.



4. Confidentiality

Volunteer agrees to maintain the confidentiality of any sensitive information or proprietary materials they may have access to during their service with the Chicago Rose organization.

5. Code of Conduct

Volunteers agree to adhere to the Organization's code of conduct, which includes but is not limited to following all general rules described in our general rule guidelines and membership contract form.

Respecting all individuals regardless of race, gender, religion, sexual orientation, or any other characteristics. Upholding the tenants of our organization as follows;

Our dedication to **restorative justice**: The Chicago Rose seeks to examine the harmful impact of negative behaviors and then determines what can be done to repair that harm while holding the person who caused it accountable for his or her actions. Accountability for the offender means accepting responsibility and acting to repair the harm done. Under appropriate circumstances, The Chicago Rose will remove an individual from our community population, but in an attempt to uphold this tenet of our values, we first consider the effectiveness of mediation, reeducation, and rehabilitation.

Our commitment to **harm reduction**: Our community center is the only BDSM space in Chicago that allows members to BYOB (bring your own beverage). Harm reduction is a set of practical strategies and ideas aimed at reducing negative consequences associated with drug use. Harm Reduction is also a movement for social justice built on a belief in, and respect for, the rights of people who use drugs. You can learn more about how our organization navigates the intersection of drug use and consent on our website and you can read more about harm reduction by clicking [here](#).

Providing free **psychoeducation** is an important tenant of our values: many members of our organization struggle with mental health in various capacities and/or are actively struggling against food disparity, homelessness, and oppression. In an attempt to meet all members where they are, our organization provides free education to our community on a variety of topics.

Maintaining a **professional demeanor** at all times. If a volunteer is providing service hours to the organization in the capacity of Dungeon Monitor or Bar Manager “professional demeanor” directly refers to sobriety during the volunteer’s shift as well as a commitment to wear clothing that is appropriate for completing all possible tasks arising from such duties.



Representing The Chicago Rose organization in a **positive light**. That is to say that not only during service hours but outside of direct involvement with The Chicago Rose and on our Discord server, our volunteers will represent the organization in a positive capacity to other similar businesses and populations.

Volunteers must maintain a record free from any reported Consent Violations. Should management be made aware of such a violation, volunteer status is subject to removal and reconsideration will not be given until the volunteer has maintained a clear record for a minimum of three months alongside showing a solid effort towards their growth and education.

While The Chicago Rose does not currently perform background checks, the organization reserves the right to do so should evidence present itself that would force us to question the ability of a volunteer to maintain a professional demeanor or otherwise exemplify our community standards.

6. Termination

Either party may terminate this Agreement at any time, with or without cause, by providing written notice to the other party.

7. Waiver and Release

Volunteer acknowledges and is in agreement that their participation in volunteer activities may involve certain risks and they hereby release the Chicago Rose organization from any liability for injury or damages incurred during the course of their volunteer work.

8. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of [The State of Illinois and Cook County].

9. Entire Agreement

This Agreement constitutes the entire understanding between the parties with respect to the subject matter hereof and supersedes all prior agreements and understandings, whether written or oral, relating to such subject matter.

10. Signatures



This Agreement shall be effective as of the date of the last signature below and shall remain in effect until terminated by either party.

[Organization Representative Signature] _____ Date: _____

[Volunteer Signature] _____ Date: _____

The Chicago Rose will allow for electronic acknowledgment and agreement by completing the corresponding digital survey.