

Volunteer Commitment Agreement

ICFF commits:

- To provide adequate information and training so volunteers may meet the expectations as described in their volunteer role description.
- To explain what is required of them and to support and provide encouragement to help them achieve the desired results.
- To assign them with a named supervisor who will provide them with regular support and supervision meetings and act as a 'go to' person.
- To treat them with respect and courtesy at all times.
- To be receptive to any comments and feedback from all our volunteers.
- To value and recognise our volunteers as a significant resource in achieving the goals of our organisation.

The Volunteer commits:

- To volunteer for the Italian Contemporary Film Festival for a minimum of two (2) shifts of five (5) hours long during the ICFF Junior and/or ICFF Festival.
- To act in a way that is in line with the aims and objectives of the organisation and that enhances the work of the organisation.
- To fulfil their role as outlined in the volunteer role description.
- To perform their volunteer role to the best of their ability.
- To meet time and task commitments and to provide sufficient notice when not available.
- To follow the organisation's policies and procedures, and the provisions of the Ontario Human Rights Code. If a member of the media approaches them, the volunteer agrees to direct them to the Festival Press Office.
- To treat each other, ICFF's employees, customers, guests and sponsors with the utmost respect and dignity while volunteering with ICFF. ICFF adopts and upholds the City of Toronto's policy statement which prohibits discrimination and harassment and protects the right to be free of hate activity, based on age, ancestry, citizenship, creed (religion), colour, disability, ethnic origin, family status, gender identity, level of literacy, marital status, place of origin, membership in a union or staff association, political affiliation, race, receipt of public assistance, record of offences, sex, sexual orientation or any other personal characteristics by or within the organization.
- To act in a professional manner whenever wearing my volunteer badge and/or volunteer t-shirt.
- To agree that if the volunteer proves to be incompatible with their role or position at ICFF and/or if they abuse the privileges, which they are entitled as ICFF's volunteer, the festival reserves the right to reassign or cancel my shifts.
- To agree that ICFF is not liable for any damages or injuries the volunteer may incur while volunteering for the Festival.
- To agree to indemnify ICFF and its affiliates from and against any and all liabilities, expenses, legal fee, and damages arising out of claims resulting from their participation as a volunteer, including, without limitation, any claims alleging facts that, if true, would consist breach by them of these terms and conditions.
- To give ICFF their permission to use any photos or video recording captured of them for internal and/or promotional uses within the organization without compensation to them. They understand they are property of the Italian Contemporary Film Festival.
- To agree that if the volunteer fails to comply with any of the parts of this agreement, that may result in suspension and/or termination of their volunteer relationship with the Italian Contemporary Film Festival.