



Main IDEA Volunteer/Internship Policy Form

Policy Agreement Form and Signature

I desire to participate as a volunteer in the program provided by Render Creative, Inc., D/B/A, Main IDEA (the "Program"). As lawful consideration for my participation in the Program, I agree to all the terms and conditions set forth in this Application.

It is the policy of Main IDEA to provide equal opportunities without regard to race, color, religion, national origin, gender, sexual preference, age, or disability, and we reserve the right to refuse any applicants at our own discretion. By submitting this Application, I affirm that I understand that the facts set forth are true and complete to the best of my knowledge. I understand that all applications are received on a first come, first served basis, and that I may or may not be accepted into the program on this basis. I understand that if accepted, any false statements, omissions, or other misrepresentations made by me on this Application may result in my immediate dismissal.

SAFETY AND SECURITY

I am aware and understand that my participation in the Program involves activities that may be dangerous and involve risk of serious injury and/or death and/or property damage. I acknowledge that any injuries that I sustain may be compounded by negligent emergency response or rescue operations of the Program. I acknowledge that my participation in the Program is voluntary with knowledge of the danger involved and hereby agree to accept and assume any and all risks of injury, death, or property damage, whether caused by the negligence of the Program or otherwise.

VOLUNTEER ACKNOWLEDGEMENT

I acknowledge that I requested this opportunity to provide services to the Program as a volunteer, without pressure or coercion of any kind on the part of the Program, and without promise or expectation of compensation or of future employment. I acknowledge and agree that I am providing my services as a volunteer primarily for my own benefit.

I understand that I am under no obligation to provide any services to the Program and that both I and the Program are free to terminate the volunteer relationship at any time without prior notice.

I acknowledge and agree that I am not an employee of the Program and am not entitled to, and shall not receive or accrue, any compensation or employment benefits from the Program in connection with my service as a volunteer, including, but not limited to, wages, vacation leave, sick leave, retirement benefits, tuition benefits, disability insurance, workers' compensation insurance, health insurance or unemployment insurance.

CONFIDENTIALITY

I agree that, except as required in the performance of my service as a volunteer, I shall not, at any time during my service as a volunteer or after such service has ended for any reason, disclose to any third party or use for myself or for the benefit of any third party any intellectual property or other confidential, proprietary, private or personal information belonging to the Program or concerning any member of the Program community including colleagues, employees, students, alumni, or others (collectively, "Confidential Information") to which I will have access or may otherwise obtain in connection with my service as a volunteer.

I agree that, upon cessation of my service as a volunteer for any reason or earlier if requested by the Program, I shall promptly return all Program property, including, but not limited to, all Confidential Information, intellectual property, equipment, supplies, keys, and documents to the Program.

NON-HARASSMENT

Harassment is behavior that is not welcomed by an individual and is humiliating, demeaning or offensive. The Program is committed to an environment in which relationships are characterized by dignity, respect, courtesy and equitable treatment. I acknowledge that the Program takes allegations of harassment seriously and will respond promptly to complaints of harassment. Where it is determined that such inappropriate conduct has occurred, the Program will take prompt and strong disciplinary action, up to and including the release of the offender. All complaints will be investigated as discreetly and confidentially as possible



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NO RETALIATION

No volunteer who in good faith reports an illegal or dishonest activity shall suffer harassment, retaliation or any adverse consequence. I acknowledge that any individual who retaliates against someone who has reported an illegal or dishonest activity in good faith is subject to appropriate disciplinary action by the Program, including termination.

WAIVER & RELEASE

I hereby expressly waive and release any and all claims, now known or hereafter known in any jurisdiction throughout the world, against Main IDEA, and its officers, directors, employees, agents, affiliates, successors, and assigns (collectively, "releasees"), arising out of or attributable to my participation in the Program, whether arising out of the negligence of the Program or any releasees or otherwise. I covenant not to make or bring any such claim against the Program or any other releasee, and forever release and discharge the Program and all other releasees from liability under such claims.

PHOTO RELEASE

I give permission to be **photographed or otherwise recorded** during the Program's events and activities, and for any and all such photographs to be displayed by the Program in any medium (books, newsletters, web sites, etc.) whether now or hereafter known or developed.

PRIVACY OF APPROPRIATE USE OF SOCIAL MEDIA

I acknowledge that I am not permitted to post photos and/or videos of any participant in the Program to any social media account, except accounts belonging to and maintained by the Program, absent express written consent from that participant's parent and/or legal guardian. I may re-post content publicly posted to the Program's social media accounts. I acknowledge that I am not permitted to follow Main IDEA minors on their personal social media accounts, nor allow Main IDEA minors to follow my personal social media accounts.

ENTIRE AGREEMENT

This Application constitutes the entire agreement between the Program and myself with respect to the subject matter contained herein and supersedes all prior and contemporaneous understandings, agreements, representations, and warranties, both written and oral, with respect to such subject matter.

SEVERABILITY

If any term or provision of the Application is invalid, illegal, or unenforceable in any jurisdiction, such invalidity, illegality, or unenforceability shall not affect any other term or provision of this Application or invalidate or render unenforceable such term or provision in any other jurisdiction.

GOVERNING LAW

All matters arising out of or relating to this Application and participation in the Program shall be governed by and construed in accordance with the laws of the Commonwealth of Massachusetts without giving effect to any choice or conflict of law provision or rule. All such matters shall be filed and resolved exclusively in a Massachusetts state court.

This Application is binding on and shall inure to the benefit of the Program and its respective successors and assigns.

I am the person named on page 1 of the online Main IDEA - Volunteer Application under "Full Name (first, middle, last)." I have the legal right to consent to and, by signing below, I hereby do consent to the terms and conditions of this Application. By signing, I acknowledge that I HAVE READ AND UNDERSTOOD ALL OF THE TERMS OF THIS AGREEMENT and that I am voluntarily giving up substantial legal rights, including the right to sue Main IDEA (Render Creative Inc.).

By signing below, I am submitting this Application and I affirm that the facts set forth in it are true and complete. I have read, understood and consent to the policies and procedures listed above. I understand that I am responsible for listing on this Application any medical needs I may have in order to participate in the Program. I hereby release and hold the Program harmless.

Name: _____

Signature: _____ Date: ____/____/____