



True Colors

Sexual Minority Youth and Family Services

Dear True Colors Volunteer,

Thank you SO much for your willingness to give of your time, energy, enthusiasm and skills as a True Colors conference volunteer! Volunteers play lots of different roles - but *every one* is extremely important.

“Think of this as the REAL Gay DISNEY”.
Each volunteer is a critical **cast member** in the performance "True Colors conference"
— Lea

YOU are extremely important to the conference participants. Whatever your job description says, **your main job** is make sure that participants have a wonderful experience. The conference is MAGIC for many youth - the only time in their year that they are fully free to be. Our job is to make sure that nothing gets in the way of that magic.

Even though we have important rules, we can enforce those rules in a way that enhances rather than diminishes participants. The rules are **values** more than rules, really: Respect, inclusion, safety (and safety means no drugs, alcohol or sexual contact greater than PG 13)

In addition, on Friday, March 12th, the schools require that high school students be in workshops during the workshop times, rather than be wandering around. Although we have to intervene and ask people to go on to workshops or to make it PG, we can do it gently. For example, instead of saying "Hey you guys - get to workshops" or some version of that, ask, "Having trouble deciding which workshop to go to? Can I help?" Or some version of a gentle question. Same thing with PG - a gentle reminder goes way farther than a harsh rebuke.

Some of the other key cast member behaviors are:

- Smile warmly (even if you don't feel like it)
- Be welcoming: Reach out to participants to say hello, smile, invite questions
- Ask how you can be helpful
- Keep your attitude upbeat (if there is a problem, keep it 'backstage', the 'audience' doesn't need to know...)
- Be ready to intervene: Look for people who seem lost or unsure and go talk to them
- Take time out if you need to. If you find you are getting overwhelmed and starting to get cranky, give yourself a time out and relax for a while



Policies for Volunteers

Mission Statement

True Colors works to create a world where youth, adults and families of all sexual orientations and gender identities are valued and affirmed. We challenge all forms of oppression through education, training, advocacy, youth leadership development, mentoring, and direct services to youth and those responsible for their well-being.

Non-Discrimination Policy

True Colors, Inc. encourages and invites the participation of volunteers who represent the diverse range of individuals who are part of our communities. Furthermore, there will be no discrimination on the basis of sex, gender identity or expression, racial or cultural group, religious affiliation, HIV status, or disability.

Terms Used In This Document

The term “TRUE COLORS PROGRAM” includes any event that True Colors, Inc. hosts, is a guest of, produces, or in any way is affiliated or involved with. These types of events include, but are not limited to; True Colors Conference, Board of Directors, GSA Summits, or Internships.

The term “VOLUNTEER” includes any person that volunteers his or her time in representation of True Colors, Inc and its programs.

Confidentiality

You may be required to sign a Confidentiality Agreement regarding personal information related to youth (and their families) where disclosure is required by law.

Romantic and/or Sexual Relationships and Sexual Harassment

Any romantic or sexual relationship is expressly prohibited, and will result in an immediate expulsion from any True Colors event, an immediate termination of involvement in any True Colors Program and if appropriate, additional sanctions as required by law. By volunteering for a True Colors Program, you are deemed to be in a position of trust and/or authority in relation to youth and are therefore deemed to be responsible for any romantic or sexual relationships that occur.

Because you are in a position of trust, you should avoid being involved in any situations with youth that may be interpreted as sexual or romantic. Therefore, you should avoid becoming involved in any behaviors and/or activity with youth which may be interpreted as having sexual or romantic overtones, or which increase the potential for sexual relationships. Because of the

vulnerability of youth to abuse, and the vulnerability of you to charges of abuse, you should err on the side of caution in questionable circumstances.

Anyone involved in a True Colors Program is required to report any romantic or sexual relationships between them, or any concerns about potential romantic or sexual relationships between them, to the Executive Director or Board of Directors by phone, e-mail, or in writing, immediately.

Violence or Threats of Violence

Violence, or threats of violence, by anyone is expressly prohibited, and must be reported to the Executive Director or appropriate authorities immediately. Violence, or threats of violence will result in termination in any True Colors Program.

Photographing or Recording of Youth

It is against state and federal law to photograph, videotape, or record youth in any way without the express written consent of their parent or guardian.

Unlawful Behavior / Safety

True Colors, Inc. considers the use of drugs or alcohol to be inappropriate role-modeling. All True Colors events and activities involving youth are free of drug, alcohol and sexual contact.

You are reminded that the consumption of contraband drugs by anyone is illegal. And that the consumption of alcohol by youth under the age of 21 years is illegal.

All volunteers are expected to abide by the law and observe common safety.

Agreement to Policies of True Colors Programs

All volunteers must sign an agreement to abide by the policies of the True Colors Programs. The agreement indicates that a volunteer has read and understands the policies related to the program and willingly promises to abide by them.

A breach of any of the policies may result in involvement with any True Colors Program being terminated.

All participants agree to abide by these values and policies at any True Colors event. Any person(s) who violate them will be asked to leave the event and may be prosecuted to the fullest extent allowed by law.

Consent to Disclosure of Criminal Record

By acknowledging and signing the policies agreement, you also consent to a release allowing for a criminal background check. Any information about an applicant's criminal record will be utilized solely by True Colors and will be kept confidential.

The applicant has the right to refuse to permit the Executive Director to see the Summary Sheet. Should this happen, participation in the True Colors Program will be terminated immediately.

