



PARENT/VOLUNTEER AGREEMENT

Pottstown Area PAL is a non-profit corporation that relies on parents and volunteers to function. This includes program directors, coaches, assistants, team volunteers and other agents/representatives of PAL, as well as the parents/guardians and their guests at events.

1. Parent/volunteer agrees that s/he is volunteering time to Pottstown Area PAL at no cost to the organization, and understands that Pottstown Area PAL will not provide any form of payment or remuneration for volunteered time.

2. It is understood and agreed that Pottstown Area PAL may entrust volunteers with certain proprietary and confidential information, and that this information must be kept confidential.

A. Such confidential information includes: Pottstown Area PAL participant or family contact information, vendor information, provider information, marketing information, past, current and future business plans and models, finances and financial projections, reports of any kind, and all other information related to the operation of Pottstown Area PAL and its individual programs.

B. Parent/volunteer agrees not to utilize the information for any purpose other than directly related to the organization's programs. Parent/volunteer understands that this provision explicitly prohibits them from soliciting Pottstown Area PAL participants and family members, vendors, providers, coaches, program directors, agents/representatives and participants and family members for any purpose. This includes those individuals starting and/or promoting league(s)/program(s) that are similar to existing, previous or planned Pottstown Area PAL programs.

C. Parent/volunteer agrees not to disclose the confidential information obtained from PAL to anyone unless required to do so by law.

3. Parent/volunteer WILL:

A. Respect the property and equipment used at any sports facility, both home and away, regardless of whether owned, rented, leased or lent by Pottstown Area PAL or any other organization or entity involved in PAL's programs.

B. Encourage good sportsmanship through our actions, demonstrating positive support for all players, including their own children, coaches, and officials at every game or practice.

C. Promote the emotional and physical well-being of the athletes, including their own children, ahead of any personal desire to win.

D. Provide support for coaches and officials working with the athletes, including their own children, and provide a positive experience for all.

E. Demand a drug, alcohol and tobacco free environment for our athletes, their own children, and agree to assist in refraining from their use at all Pottstown Area PAL events, regardless of whether home or away.

F. Demand that all participants treat other players, coaches, officials and spectators with respect regardless of race, class, age, disability, gender, or gender identity. Each participant must treat others with dignity and respect in language, attitude, behavior and mannerisms. *(See Nondiscrimination & Anti-Harassment Policy)*

G. Inform coach of any physical disability or ailment that may affect the safety of said child or others. Also, endeavor to inform coaching staff of any absence from a practice or game due to sickness within a reasonable amount of time.

4. Parent/volunteer WILL NOT:

- A. Defame, misstate, or otherwise untruthfully and negatively communicate, whether written or orally, with other people or entities regarding Pottstown Area PAL.
- B. Use ANY profanity whatsoever, or any other language which is demeaning, demoralizing, or otherwise sexual or provocative in nature. NO profanity is to be used on any Pottstown Area PAL property, facilities we rent, or at locations at which a PAL team plays.
- C. Leave a child alone for any period of time deemed significant. Children under the age of 18 must be accompanied by a responsible adult over the age of 18 at all events, games, and practices. No coach or volunteer shall be held responsible for the welfare of an unattended child.

5. If any of the provisions of this agreement are found to be unenforceable, the remainder shall be enforced as fully as possible and the unenforceable provision(s) shall be deemed modified to the limited extent required to permit enforcement of the agreement as a whole.

The undersigned party acknowledges that they have read and understood this Parent/Volunteer Agreement, and voluntarily accept it in its entirety.

The undersigned party agrees that if they or their guests fail to abide by these guidelines, disciplinary action may be taken by Pottstown Area PAL, at its determination and discretion. **This may include, but is not limited to:** verbal warning, written warning, parent/guardian suspension or disbarment, and player suspension or removal.