

2015 Volunteer Application



Stonewall Youth is an organization of youth, activists, and allies that empowers lesbian, gay, bisexual, trans, queer, questioning, intersex, and asexual (LGBTQQIA) youth to speak for themselves, educate their communities, and support each other.

Stonewall Youth seeks strong adult mentors capable of volunteering as youth and organizational support. We appreciate folks with a strong social justice analysis who want to continue to build these skills with us. We value leadership in the many different forms it may take.

Preferred Name _____ Preferred Gender Pronoun _____

Legal Name _____

Ethnicity _____ E-mail _____

Phone (cell) _____ (home) _____ (work) _____

Address

City _____ State _____ Zip code _____

What is the best way to contact you? _____

Would you like to be on our mailing list if you aren't already? Yes _____ No _____

I understand that Stonewall Youth will review all volunteer applications and will only place qualified applicants. Falsification of information is reason for immediate dismissal. I give Stonewall Youth permission to request a criminal background check.

Signature _____

Date _____

Date of Birth ___ / ___ / ___ Driver's License/State ID # _____

Availability Please include times:

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday

What volunteer jobs are you interested in? Please circle your level of interest in each position as such: 3-very interested, 2-interested, 1-willing to do/need more information, 0-not interested. **See attached "Volunteer Job Descriptions" sheet for more information.

- 3 2 1 0 Social Activities/Chaperone Support
- 3 2 1 0 Drop-In Hours Volunteer
- 3 2 1 0 Adult Facilitator at Youth Support Groups
- 3 2 1 0 Administrative Duties/Data Entry Support
- 3 2 1 0 Cleaning/Office Maintenance
- 3 2 1 0 Board of Directors
- 3 2 1 0 Friends of Stonewall Committee
- 3 2 1 0 Planning and Policy Committee
- 3 2 1 0 Intern for School Credit

On a separate piece of paper- please answer the following questions in as much detail as possible.

1. What special qualities and/or skills do you bring to Stonewall Youth in these specific volunteer roles?
2. Explain why you are interested in the volunteer positions above.
3. What would you like to get out of volunteering for Stonewall?
4. Do you have experience working on the positions above?
5. We are working toward queer youth liberation in all its forms. What is your experience/commitment working on, or need for training in the following areas: undoing racism, challenging homophobia, trans* competency, (dis)ability awareness, youth leadership/anti-ageism, ending sexism, understanding class oppression.

Notes on Confidentiality

Stonewall Youth works to make our organization a safe place for youth to come and be their full selves. We are currently in the process of redrafting our confidentiality policy, which we have every volunteer sign when they become a part of our organization. However, here are some guidelines for confidentiality at Stonewall Youth to take note of.

- In public spaces, we ask volunteers/staff not to acknowledge youth unless they acknowledge you first. This way, we are not “outing” any youth as being Stonewall Youth members. We make youth aware of this guideline and then leave it up to them to decide if they feel comfortable with volunteers and staff saying hello in public.**
- If someone calls, emails or drops by asking for a certain youth, we will not confirm or deny their past, present or future participation in Stonewall Youth programs.**
- We ask for consent from the youth in either verbal or written form when taking photos or video during any Stonewall Youth function.**
- Youth and adult volunteers and staff agree to keep what is said in Support Group confidential. However, youth are aware that staff and adult volunteers are mandated reporters, and if a situation arises where a youth is being harmed or in danger of harming others, we are obligated to report that situation to Child Protective Services if anyone involved is under the age of 18.**
- All visitors to Stonewall must go through an intake process in either the form of a volunteer application or youth intake form.**
- Our support groups are not open for observation by outside visitors.**

Code of Conduct

1. Paid and unpaid staff, adult volunteers and adult Board Members of Stonewall Youth shall prevent situations where they are alone with an individual youth and cannot be observed by other people. This means taking preventive actions such as leaving the door open to a room or office, or notifying another adult when providing transportation to a youth.
2. Staff and volunteers shall not abuse youth. This includes:
 - Physical abuse--strike, slap, spank, grab or shake
 - Verbal abuse--humiliate, degrade, threaten
 - Sexual abuse--inappropriate touching or verbal exchange
 - Mental abuse--shaming, withholding kindness, cruelty
 - Neglect--withholding food, water, or medical careAny type of abuse will not be tolerated and may be cause for immediate dismissal and/or further action i.e. notifying the proper authorities.
3. Staff and volunteers will use positive techniques of guidance and encouragement. Physical restraint shall never be used unless to protect the participant or others from harm, and must be documented in writing and reported to a board member or staff.
4. Staff and volunteers will respond to participants with respect and will treat all participants equally regardless of gender, religious affiliation, ethnic/cultural background, sexual orientation, ability, gender identity, class background, etc. All interactions should demonstrate respect for others and will value diversity and acceptance.
5. Staff and volunteers will refrain from conduct that is overtly sexual or has sexual overtones in the presence of participants.
6. Using, possessing, or being under the influence of alcohol or illegal drugs during Stonewall Youth sponsored events is prohibited.
7. In order to provide positive role modeling for youth, it is inappropriate for staff or volunteers to use excess profanity, make derogatory comments or jokes, share intimate details of one's personal life, or verbally, sexually, or physically harass others.
8. Staff and volunteers will continually work to be positive role models for youth by maintaining an attitude of respect, loyalty, acceptance, patience, courtesy, tact, and maturity.
9. Staff, volunteers, and board members are expected to model healthy behavior and will not participate in any self-harming behavior with youth; i.e. smoking, dieting, etc.
10. Staff and volunteers are not to transport participants in their own vehicles except for Stonewall Youth events, except in extenuating circumstances, which must be approved by a board member in advance.
11. Adult board members, adult volunteers, and paid and unpaid staff are prohibited from engaging in romantic or sexual relationships with youth participants. If this code is violated, the board member, staff or volunteer will be asked to step down from their involvement with Stonewall Youth.
12. Stonewall Youth requires that in the performance of their duties, the board of directors, paid and unpaid staff and volunteers abide by the standards set forth in this agreement.
13. The safety of youth participants is paramount. Board members, paid and unpaid staff and volunteers will maintain the confidentiality of youth participants.

14. As a Stonewall Youth volunteer, staff or board member, you are a mandated reporter in and outside of your volunteer work at Stonewall and are required to report to CPS (Child Protective Services) whenever abuse or neglect has been disclosed, observed or is suspected, or when there is evidence of neglect, knowledge of an incident, or an imminent risk of serious harm. RCW 26-44-020 (12) defines abuse and neglect as injury, sexual abuse, sexual exploitation, negligent treatment or maltreatment of a child by any person under circumstances, which indicate that the child's health, welfare, and safety is harmed. Reporting an incident to a staff or board member is not sufficient. You will need to make the call to CPS yourself and within 12 hrs of the disclosure. Staff will sit with you during this call or be available for support if needed.

I UNDERSTAND THAT VIOLATION OF THIS CODE OF CONDUCT MAY RESULT IN TERMINATION OF MY INVOLVEMENT WITH STONEWALL YOUTH.

Signature

Date

Name (Please Print)

**APPLICANT DISCLOSURE, PURSUANT TO RCW 43.43.834
CHILD ABUSE AND ADULT ABUSE INFORMATION ACT**

Answer **YES** or **NO** to each listed item. If the answer is **YES** to any item, explain in the area provided, *indicating the charge or finding, the date, and the court(s) involved.*

1. Have you ever been convicted of any crimes against children or other persons, as follows: aggravated murder; first or second degree murder; first or second degree kidnapping; first, second, or third degree assault; first, second, or third degree rape; first, second, or third degree rape of a child; first or second degree manslaughter; first or second degree extortion; indecent liberties; incest; vehicular homicide; first degree promoting prostitution; communication with a minor; unlawful imprisonment; simple assault; sexual exploitation of minors; first or second degree criminal mistreatment; child abuse or neglect as defined by RCW 26.44.020; first or second degree sexual misconduct with a minor; patronizing a juvenile prostitute; child abandonment; promoting pornography; selling or distributing erotic material to a minor; custodial assault; violation of a child abuse restraining order; child buying or selling; prostitution?

ANSWER _____ **IF YES, EXPLAIN BELOW:**

2. Have you ever been convicted of crimes relating to the financial exploitation if the victim was a vulnerable adult, as follows: first, second, or third degree theft; first or second-degree robbery; forgery?

ANSWER _____ **IF YES, EXPLAIN BELOW:**

3. Have you ever been found in any dependency action under RCW 13.34.030(2)(b) to have sexually assaulted or exploited any minor or to have physically abused any minor?

ANSWER _____ **IF YES, EXPLAIN BELOW:**

4. Have you ever been found in any domestic relations proceeding under Title 26 RCW to have sexually abused or exploited a minor, or to have physically abused any minor?

ANSWER _____ **IF YES, EXPLAIN BELOW:**

5. Have you ever been found in any disciplinary board final decision to have sexually or physically abused or exploited any minor or developmentally disabled person or to have abused or financially exploited a vulnerable adult?

ANSWER _____ IF YES, EXPLAIN BELOW:

6. Have you ever been found in any protection proceeding under chapter 74.34 RCW, to have abused or financially exploited a vulnerable adult?

ANSWER _____ IF YES, EXPLAIN BELOW:

Volunteer Job Descriptions

Social Activities/Chaperone Support: Commitment varies.

- Provide support to Staff and Youth organizers during events such as, Gay Prom, Stonewall Activism Summer School, Gay Camp, fieldtrips and more.
- Possibly transport youth to and from events.
- Make sure that all participants at Stonewall events are respecting the Space Agreements.

Drop-In Hours Volunteer: 2-4 hours/week.

- Staff weekly drop in hours for 2 to 4 hour shifts with another volunteer.
- Facilitate activities such as art projects, movie nights, homework help, etc.
- Consistently show up for one shift/week.

Peer Support Group Facilitator: 5:00-7pm or 7-9pm Wednesday evenings. 2 evenings/month.

- Co-facilitate Stonewall Youth's weekly support group at least once a month.
- Provide appropriate feedback for youth when asked.
- Attend monthly facilitator meetings.
- Commit to ongoing facilitator training.
- Facilitators are asked to commit to 1 year of facilitation.

Administration Duties/Data Entry Support: Commitment varies.

- Work with Staff to manage the organizations information electronically.
- Have basic computer skills/knowledge.

Cleaning and Office Maintenance: 2 hours/week or bi-weekly.

- Help keep our organization's space clean and welcoming.
- Cleaning duties include, vacuuming, dusting, organizing and decorating.

Board of Directors: 2 year term, 10 hours/week.

- The Board is responsible for the oversight of all Stonewall Youth operations:
- Determine the organization's mission in cooperation with youth and staff and set policies for its operation, ensuring that the provisions of the organization's charter and the law are being followed
- Work with board team, staff, and youth on strategic planning
- Establish fiscal policy and boundaries, with budgets and financial controls.
- Provide adequate resources for the activities of the organization through direct financial contributions and/or a commitment to fundraising.
- Serve on Planning and Policy, Friends of Stonewall Youth, or Personnel committee.
- Participate in Staff evaluation process once a year.

Committee Work: 1-2 meetings montly. 6-10 hours/month.

Friends of Stonewall Committee:

- Work with the Board of Directors to do outreach and education about Stonewall Youth.
- Work with the Board of Directors to fundraise for Stonewall Youth.
- Work to keep the community connected to Stonewall Youth's activities.

Planning and Policy Committee:

- Work to make sure that Stonewall Youth's policies align with our vision, mission and values.

- Maintain and update important guiding documents.
- Create evaluation mechanisms.

Intern: 1-3 months up to 30 hours/week.

- Work through local high schools, community colleges and 4 year institutions to gain college credit by working at Stonewall.
- Usually a mixture of project-based and administrative support work.

Please return completed forms to Executive Director
Dusty Weber LaMay.

Feel free to contact us if you have any questions!

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