



## Volunteer Agreement 2023

Before submitting an application to volunteer with London Comic Con, please ensure that you read and understand the London Comic Con Volunteer Agreement 2023, including the Medical Waiver and Indemnity Agreement and the Code of Conduct, as outlined below.

As a London Comic Con (referred to hereafter as LCC) volunteer, I agree to the following:

1. I will comply with the policies and procedures of LCC and execute my duties to the best of my abilities.
2. All confidential information, including but not limited to information about the show, its guests, employees, and finances, shall be used only for the benefit of LCC and shall not be used for my own purposes or any other purpose not sanctioned by LCC. Furthermore, it shall not be disclosed to any third party during or after the show.
3. I understand that I am not acting as an employee of LCC.
4. I understand that I will not receive monetary compensation and that I am responsible for my own food, lodging, and transportation.
5. I fully accept and assume all risks including but not limited to personal injury and property loss or damage, resulting from, arising in connection with, or otherwise related to participating in the show. I hereby waive, release, and forever discharge LCC, its employees, representatives, and other volunteers from all claims, actions, demands, liabilities, damages, and expenses of any kind that I have or may have in the future against LCC resulting from, arising in connection with, or otherwise related to participating in the show.
6. I have never been convicted of a criminal offense under the Criminal Code of Canada for which a pardon has not been granted.

### **Medical Waiver and Indemnity Agreement**

By submitting an application to volunteer with LCC, I authorize the LCC staff to seek and obtain medical treatment in the event of an accident or injury during my volunteer shift(s) with LCC. I agree to indemnify, defend, and hold harmless LCC from any and all damages, losses, claims, liabilities, charges, suits, penalties, costs, and/or expenses, including but not limited to court costs and attorneys' fees, resulting from any act (whether intentional or not), omission, or negligence of any injury to myself.



## Code of Conduct

By submitting an application to volunteer with LCC, I confirm that I understand and agree to the Code of Conduct as outlined below.

As a volunteer with LCC, I have the responsibility to:

- Arrive for my shift(s) fit to perform my assigned duties
- Refrain from the use or possession of alcohol, cannabis, and illegal substances during my shift(s)
- Follow all LCC policies and procedures
- Respect my fellow volunteers, staff, guests, and attendees
- Positively represent and reflect the values of LCC
- Refrain from using my volunteer position to ask for free autographs, photos, selfies, or other favours from LCC guests
- Escalate all concerns regarding safety to a Team Lead or On-Site Volunteer Coordinator

As a volunteer with LCC, I have the right to:

- Understand and feel comfortable with what is expected of me
- Be treated with respect by my fellow volunteers, staff, guests, and attendees
- Remove myself from any situation in which I feel uncomfortable and immediately seek support from my Team Lead or the On-Site Volunteer Coordinator

London Comic Con (LCC) is responsible for:

- Informing all volunteers about policies and procedures
- Assessing volunteer roles and duties and making changes as necessary
- Assigning volunteers to positions according to their experience, qualifications, and skills
- Promoting or reassigning volunteers based on their performance or the needs of LCC
- Protecting the best interests of LCC and its volunteers, staff, and guests

London Comic Con (LCC) has the right to:

- Screen all volunteers through the application process to ensure the safety and comfort of the LCC team, guests, and attendees
- Expect all volunteers to fulfill their assigned position to the best of their abilities
- Take appropriate action in the event that a volunteer is not abiding by the London Comic Con Volunteer Agreement

By submitting an application to volunteer with London Comic Con, you are confirming that you have read, understood, and agree to the London Comic Con Volunteer Agreement 2023 including the Medical Waiver and Indemnity Agreement and the Code of Conduct as outlined above.

A breach of this agreement will lead to disciplinary action, up to and including termination of your position with London Comic Con.