Dear Araminta Freedom Initiative Volunteer,

On behalf of the leadership of Araminta Freedom Initiative, we want to welcome you as one of our valued volunteers. Without you, this mission to end domestic minor sex trafficking in Baltimore would not be possible. Your passion and your heart are instrumental in seeing this atrocity come to an end in our generation.

You are about to embark on life-changing work that will help survivors of trafficking enter a new life. As a part of the Araminta family, every piece of volunteer work you do, no matter how seemingly insignificant, will impact this region in a big way. Working together, we will be a voice for the silenced victims until they find their own.

This mission we are on together is not only urgent and necessary but requires due diligence. This means, in order to be successful, we as an organization must operate with high levels of integrity, transparency and accountability. As a vital part of this organization, we must ask our family of volunteers to operate in the same way.

The following Volunteer Memorandum of Understanding is specifically designed to make sure Araminta and its volunteers are upholding the highest levels of integrity. Following the example of other successful and healthy non-profit organizations, we've sought the best practices in accountability and applied them to Araminta. At Araminta, we know that this mission is too sensitive and crucial not to maintain the highest standards.

Thank you for your willingness to examine your own life as you sign this memorandum of understanding. Our hope was to avoid being too invasive and yet still do our due diligence as an organization. If you have further questions regarding this memorandum, please don’t hesitate to ask. We welcome any opportunity to set you up for success as a valued member of our volunteer family.

Sincerely,

The Leadership of Araminta Freedom Initiative
I, __________________, agree to enter into the following Memorandum of Understanding with the Araminta Freedom Initiative, Inc. in order that I may serve in a volunteer capacity to further the mission of the organization. I have read and understood all requirements, responsibilities, and rights that pertain to my volunteer appointment, as outlined in this agreement. If at anytime the leadership of Araminta Freedom Initiative finds that I do not uphold the agreements here within, the Araminta Freedom Initiative reserves the right to end my volunteer engagement and any association with the organization. The Araminta Freedom Initiative also reserves the right to inform its partner agencies, with which I have represented Araminta, of the dissolution of my volunteer participation.

I. Araminta Freedom Initiative Responsibilities
The Araminta Freedom Initiative will provide comprehensive training for volunteers engaged in activities that require trafficking competency and knowledge. The training team will offer continuous learning experiences and information for volunteers, following the completion of their volunteer training, in order that they may stay current on trafficking information. The leadership of Araminta will vet and explore with due diligence potential volunteer placements and opportunities. Partnerships will be developed with organizations that uphold policies regarding the following:

- Safety of volunteers
- Background checks and references for all volunteers who come alongside victims, children, and perpetrators
- Psycho-social boundaries for staff and volunteers
- Mission clarity and accountability
- Financial clarity and accountability
- Clear and customary accountability with the Church, for faith-based organizations

The volunteer coordinator and team leaders will provide consistent support and open communication with volunteers. I understand that I am able and encouraged to openly communicate my needs, concerns, and input to the leadership of Araminta, in order that we may all contribute to the furthering of the Araminta mission.
II. Background Checks
I give my consent to the Araminta Freedom Initiative to run a national and state criminal history report, sex offender registry report, and child abuse registry report. I also consent for Araminta to receive notification during my volunteer term, if an event is posted to the above reports. I understand that the reports will be kept confidential, known only to the Araminta staff and appropriate volunteer leadership. Incidences including, but not limited to: child abuse and neglect, endangerment of a child, physical assault (domestic and otherwise), sexual assault, and illegal substance use and/or distribution, may potentially disqualify a volunteer from some or all service with Araminta. Such results will be discussed with the applicant and one or more of the following: Executive Director, Volunteer Coordinator, Chairman of the Board, or Director of Safety.

III. Safety
The Araminta Freedom Initiative has enacted policies and procedures to minimize the risk associated with volunteering in anti-trafficking work. The safety procedures and policies, as well as the associated risks of each volunteer opportunity, have been explained to me in the course of my volunteer training. Currently, a safety team of 4 trained security and law enforcement specialist assess our risk factors, make appropriate recommendations, and provide staffing at all public Araminta events. In addition, our volunteers who intersect with any direct Survivor Services will receive additional training and safety protocols. If at anytime I feel as though my safety is at risk, I understand that I am to contact the appropriate law enforcement, as well as inform the Araminta Freedom Initiative leadership. I understand that in my role as an Araminta volunteer, I am never to intervene in a criminal situation, and must always contact the appropriate law enforcement agency or national trafficking hotline. I further understand that I may be asked to sign and abide by specific safety policies and procedures for each volunteer opportunity.

IV. Confidentiality
I agree not to divulge any client or case information to any person, that is obtained in the course of my volunteer engagement, in accordance with the policies of the Araminta Freedom Initiative, its partner agencies, and any federal, state or local regulations. In general, my contact or volunteer activity with victims of trafficking is not to be disclosed, in order to protect the delicate and sensitive nature of this issue and maintain a victim centered approach, in which their best interest is always a first priority.
I understand that confidentiality cannot be maintained if I am informed of the following incidences:

• Threats of bodily harm or death to themselves or another person
• A court order has been issued regarding information to which I am privy
• If child abuse, sexual abuse or neglect (not previously reported) is suspected with a minor or person in need of assistance (dependent adults and elderly)
I further understand that I may be asked to sign an additional confidentiality agreement for specific volunteer appointments with Araminta or one of its partner agencies. I understand that the unauthorized release of confidential information may lead to civil action and/or the termination of my association with the Araminta Freedom Initiative and its partner agencies.

V. Media Requests
As a volunteer of the Araminta Freedom Initiative, I understand that at no time am I authorized to speak on behalf of the organization to media outlets, public forums, academic research entities or panel discussions without prior consent from the Araminta staff or board. If approached for a comment or information regarding my involvement with Araminta, I will refer the inquiry to my immediate volunteer supervisor or Araminta staff. Any public statements made regarding the Araminta Freedom Initiative without prior consent, may result in the termination of my volunteer engagement.

VI. Use of Araminta Freedom Initiative Material
I understand that all material produced by and provided to me by the Araminta Freedom Initiative, in order that I may perform my volunteer duties, is not to be used or distributed outside of my appointed volunteer engagement. Any requests for educational material, not already approved by Araminta staff or leadership, should be referred to the Araminta leadership or staff, in order that they may address these requests appropriately. I also agree not to alter any of the materials provided to me, without prior consent from Araminta staff and volunteer leadership. I understand that these policies are in place to uphold the integrity, educational excellence and validity of all Araminta education and awareness activities, as well as maintain the safety of anti-trafficking efforts.

VII. Conflict Resolution
In an effort to uphold the integrity of the Araminta Freedom Initiative and its relationships with community partners, I agree to the following conflict resolution procedures:

- If in the course of my volunteer engagement with a partner agency of the Araminta Freedom Initiative, I disagree with the services, values or operations of the partner agency, I agree to discuss my concerns directly with the volunteer coordinator of that agency and an Araminta staff member. I will not discuss my thoughts with other volunteers or persons outside the volunteer relationship. If I am uncomfortable addressing the conflict with the agency, I understand that I may discuss my concerns with the volunteer coordinator or team leader from Araminta. If appropriate, the Araminta leadership will help facilitate a discussion between the volunteer and the partner agency. If the conflict is one that leads to the dissolution of my volunteer engagement or the partnership between Araminta and the agency,
I understand that I am not to divulge any information regarding the dissolution of my volunteer engagement or the partnership.

- If a partner agency brings to the attention of the Araminta leadership any discord with an Araminta volunteer, I understand that Araminta leadership will address the issue with the volunteer directly, in an effort to resolve the conflict or end the volunteer agreement. This will be handled in confidentiality between the partner agency, Araminta leadership, and the volunteer.

- If at anytime I have concerns or disagreements regarding the mission of the Araminta Freedom Initiative or find the conduct of one of its leaders to be contrary to the mission's values, I understand that I am to discuss it directly with the appropriate leader. I am not to discuss my concerns or disagreements with other volunteers or persons outside of Araminta. If the conflict cannot be resolved between the Araminta leader and myself, I may contact the Executive Director or a member of the Araminta Board of Directors, or my associated church leadership to mediate reconciliation. If an agreement cannot be established, I understand that the Araminta Freedom Initiative leadership or myself can initiate dissolution of my volunteer agreement.

VIII. Commercial Sex Industry
As a volunteer with the Araminta Freedom Initiative, desiring to see the eradication of domestic minor sex trafficking, I agree to cease all active participation in the commercial sex industry. I pledge to refrain from:

- Purchasing and/or viewing sexually explicit and exploitative material including: pornographic magazine, videos and sexually exploitative music
- Visiting strip clubs or participating in private events in which stripping is purchased
- Engaging in acts of prostitution (sex acts for money, goods, or services)

Understanding that some of the volunteer work of the Araminta Freedom Initiative may expose me to sexually explicit information or victims who are struggling with their sexual expression, Araminta has consulted with and identified leadership and resources to support, protect and provide accountability for volunteers regarding sexual integrity. I also understand that previous engagement in the commercial sex industry may disqualify me from certain volunteer opportunities, in order to provide a safe environment for both victims of sex trafficking and myself.

IX. Sharing of Beliefs
As a volunteer of the Araminta Freedom Initiative, I understand that the sharing of our personal faith with victims, survivors, and community partners is a privilege and not a right. In order to uphold the dignity, self-determination, and victim-centered approach, I agree to create a safe, respectful environment in which faith can be discussed by upholding the following:
• Asking for permission to share faith beliefs and personal experiences
• Respecting a persons desire not to discuss faith, including respecting their desire to not listen to music, sermons, and conversations around faith from which they cannot remove themselves
• Respecting their right to worship in a manner different than your beliefs
• Allow others to express their beliefs without judgment or accusation

I also understand that as an Araminta Freedom Initiative volunteer, I may decline to volunteer in any capacity or situation that conflicts with my personal beliefs and that I am encouraged to discuss any such conflicts with the Araminta leadership. I am choosing to volunteer with the Araminta Freedom Initiative understanding that it was founded on a common belief in Jesus Christ, by several Christian churches from various denominations.

XI. Dismissal of Volunteers
If behaviors contrary to the mission and values of Araminta or in violation of this agreement are observed or brought to the attention of the Araminta leadership, a volunteer may be asked to undergo a probationary period, change their role within the organization or be dismissed as a volunteer. The procedures for probation and dismissal are available through request to the volunteer coordinator.

X. References
Araminta Freedom Initiative utilizes references for all positions within the organization for the safety and security of those we serve. Extended references are specifically utilized when involvement includes direct contact with survivors or minors, leadership positions, or questions that arise regarding a volunteer’s ability to adequately and safely serve within Araminta. On the next page, please provide the names of two people whom we may contact as a reference for you.

Please do not include family members, household members or those with whom you are romantically involved. If you are a regular attender of a faith community, please include as one of your references someone in a leadership position at your place of worship that knows you well (pastor, staff member, small group leader, etc.).