

TNKR Volunteer Waiver—June 2018

TNKR was the subject of a case study in 2014, one recommendation we received was to have volunteers sign a waiver. The text was modeled on the Shenandoah Music Valley Festival waiver, and adopted with modifications to fit the particular needs of TNKR.

During the term of tutoring, coaching, mentoring or assisting as a TNKR volunteer, I pledge to:

- Perform in a professional and courteous manner in dealings with TNKR refugees and staff.
- Grant Teach North Korean Refugees (TNKR) the rights to use my name, likeness, and photos for any purpose including promotion and advertising.
- Keep TNKR leadership informed about my interactions with TNKR participants (tutors and coaches agree to make regular reports) by including TNKR staff in communications (Kakao, email, text, Facebook) and TNKR staff informed about the progress of projects.
- Stay true to TNKR's goal of fostering a learner-centered organization focused on providing quality learner-centered opportunities and assistance to refugees in the program (not socializing, hanging out, dating, introducing to friends or colleagues, or having language exchanges).
- Make an effort to tutor, coach or assist solely in English, unless granted permission by TNKR in consultation with participants in the program.
- Avoid engaging in outside activities with TNKR participants, such as organizing speeches, materials for publication, making documentaries, research, or collaborating in other ways unless I inform and get the approval of the co-directors of this project in advance.
- Reject participation in any lawsuit against TNKR and I accept responsibility to cover the costs of any claim or liability.
- Not to seek royalties or payments in case TNKR participants are offered speech, book or other opportunities as a result of my tutoring or coaching.
- Not to influence the message of the writing or speeches of TNKR participants, but merely aid in correcting grammar, structure, and delivery. In the case that I do so, I shall inform TNKR leadership to keep our activities transparent (by including TNKR leadership in correspondence with refugees and sharing documents).
- I testify that I understand the contents of this waiver, and that altering the document or not complying with the contents can cause my application to TNKR to be rejected and will be grounds for me to be removed from the program.

Name (Print)

(Signature)

Date

* Adopted from Shenandoah Valley Music Festival Volunteer Waiver (Proposed for use). Source:

Feil, B. 2014