



GHNO Parent Service Organization Volunteer and Parent Confidentiality & Conflict of Interest Agreement:

The success of our volunteer programs depends very much on our ability to keep confidences and remain impartial. Maintaining confidences and avoiding conflicts of interest are required of all who volunteer at Great Hearts Northern Oaks.

In doing so, we accomplish these two purposes:

- **Fairness to all students, faculty, staff, volunteers and visitors**
- **Protection of GHNO's reputation, which in turn impacts the future of our school**

While not all volunteering involves activities of a confidential nature, matters of confidentiality and potential conflicts of interest can arise at any time when a volunteer may be present. Therefore, volunteers are expected to follow the guidelines listed and maintain confidentiality at all times. Possible situations are too numerous to specify individually. Common expectations include:

- filling out a new volunteer form at the beginning of each school year and turning it in to the Office Manager.
- Signing up for volunteer positions and committees through the **proper PSO channels** and not just showing up hoping to be included in that day's activities.
- signing in and receiving a volunteer or visitor's badge to be worn visibly throughout the entire time they are on duty.
- Not discussing the names or any other information regarding students, teachers, staff, or other volunteers with anyone other than the volunteer's specific supervisor
- Not participating in any discussions about suspected wrong doing by students, teachers, staff or other volunteers. Parent volunteers must agree not to use volunteering time to gather for negative talk about the school, school policies, teachers or students.
- Participating in discussions regarding confidential information only in settings where such confidences can be maintained and not jeopardized (1 to 1 with volunteer supervisor or in writing to the Headmaster).
- Exercising judgement in situations where public statements of personal opinion may be detrimental to the reputation of Great Hearts Northern Oaks.
- Maintaining the confidential status of information as "confidential forever".
- Not involving one's self in the disciplining of any student that is not one's own; this includes parents & grandparents reprimanding or disciplining students that are not their children when they are working alongside teachers in the lunchroom, at celebrations or other school events.

- not interfering with the instructional day by going into instructional areas or cornering teachers in the teacher work room, bathrooms, teacher lounge, etc to discuss their student concerns. They should go through the proper channels of communication given to all parents.
- While volunteering in the classroom/lunchroom no discussion of the volunteer's student with the lead or apprentice teacher may occur. If a volunteer needs to discuss his/her student, an appointment must be scheduled through email with the student's teacher or at the front desk for the Headmaster.
- All persons involved in volunteering are required to inform their volunteer coordinator/supervisor of potential conflicts.
- Volunteers (this includes parent visitors at lunch) may not go into unauthorized areas of the academy (without permission), such as the playground, athletic fields, courtyard and classrooms.
- Please honor our CELL PHONE FREE campus policy by refraining from using your cell device and silencing it while on campus.
- Volunteers and parents in general must refrain from taking photos or videos while in the classroom, school building or school campus. Many families have officially requested that their students NOT be photographed or their likenesses be posted to the internet or social media outlets. To be sure that we honor that request, we must insist that all parents refrain from using phones or cameras to take photos or video while on campus. Official photographers will be assigned to each student celebration and issued a school owned camera to take photos. All photos taken will be sifted to be sure that no student's right to privacy are violated.

Due to the seriousness of violations in confidentiality and conflicts of interest, the consequence of such behavior is removal from volunteering.

I have read this agreement, understand it, and have asked any clarifying questions necessary. Based on this, I agree to maintain confidentiality and understand the consequences of not doing so.

Printed name: _____ Signature: _____

Date: _____ Academy: _____