



## 2024 ISC2 Volunteer Agreement

\_\_\_\_\_ (“Volunteer”) will have the opportunity to be part of the ISC2 Volunteer Program. International Information System Security Certification Consortium, Inc. (“ISC2”) and Volunteer agree that as part of the Volunteer Program, the following terms of the agreement shall apply:

1. This agreement begins on the date specified on the agreement below and shall continue until the end of the term period.
2. Either party may terminate this agreement at any time for any reason upon immediate notice, oral or written, to the other party.
3. Volunteer agrees to perform the following tasks pursuant to the terms of this agreement:
  - a. Serve as a “volunteer,” and carry out the charge as outlined.
  - b. Abide by all applicable ISC2 policies and procedures, including the attached Volunteer Code of Contact, while carrying out these volunteer services.
  - c. Comply with all background checks, screenings, or other requirements as mandated by the organization or the specific location where their services are being performed. This includes, but is not limited to, submitting to criminal background checks, providing necessary personal information for verification purposes, and adhering to any additional policies or procedures as set forth by the volunteering organization or location. Volunteer is also responsible for any fees or costs associated with these requirements.
4. Volunteer is *not* an employee of ISC2 and is not entitled to receive a salary, benefits or other compensation other than the benefits listed below. Volunteer understands that he/she does not qualify for worker’s compensation benefits and is expected to carry personal medical insurance to cover medical expenses for any injuries he/she incurs while performing Volunteer services.
5. If Volunteer is unable or unwilling to perform their duties or is in violation of any of the terms of this agreement, including but not limited to the Volunteer Code of Conduct, ISC2 reserves the right to terminate the agreement, and end the volunteer participation/opportunity.
6. Volunteer shall defend, hold harmless and indemnify ISC2, its directors, officers, employees, agents and other volunteers, from and against all damages, claims, liabilities, causes of action, judgments, settlements, costs and expenses (including reasonable expert witness and attorney fees) that may at any time arise or be claimed by any person as a result of bodily injury, death or property damage, or as a result of any other claim or cause of action of any nature whatsoever, arising from or in any manner connected with, directly or indirectly, the negligent or intentional acts or omissions of Volunteer in performing duties related to the Event.

I have read, fully understand, and agree to the terms and conditions set forth above.

I also agree to the terms and conditions as outlined in the ISC2 Volunteer Code of Conduct <attached>.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Volunteer Signature

\_\_\_\_\_  
Printed Name

# ISC2 Volunteer Code of Conduct

## Mission

Always Exhibit gracious professionalism. Gracious professionalism is a way of doing things that encourages high-quality work, emphasizes the value of others, and respects individuals and the community.

## Respect

- Treat all individuals with a sense of dignity, respect, and worth. Make a personal commitment to be non-judgmental about cultural differences, and the lifestyle of each person with whom you work.
- Be courteous and polite in all your actions.
- Avoid profane and abusive language and disruptive behavior that is dangerous to self and others.
- Respect all confidential information. Volunteers are responsible for maintaining the confidentiality of all proprietary or privileged information to which they are exposed while serving as a volunteer, whether this information involves a single staff, volunteer, member, or other person.

## Personal responsibility

- Be dependable, recognizing the commitment and responsibility to your volunteer assignment.
- Accept assignment consistent with your interest, abilities, and available time.
- Accept assignment with an open mind and a willingness to learn.
- Avoid conflict of interest situations and refrain from actions that may be perceived as such.
- Volunteers should reveal any potential or actual conflicts of interest as they arise.

## Safety

- Not use, possess, or be under the influence of alcohol or illegal drugs at any time during your shift.
- Abstain from all illegal activity.
- Wear business attire while presenting on camera. Avoid busy patterns and high-contrast pin stripes.
- Follow safe workplace practices, including reporting accidents, injuries, and unsafe situations.
- Report suspicious activities to your point of contact.

## Collaboration

- Be a team player.
- Keep an open mind and value the input and suggestions of your fellow volunteers, hosts, and colleagues.
- Be patient when working in group environments or with a teammate.
- Support your project to the best of your ability.

## Unacceptable Behavior

- Harassment, intimidation, or discrimination in any form will not be tolerated.
- Physical or verbal abuse of any attendee, speaker, volunteer, exhibitor, ISC2 staff member, or other event guest.
- Examples of unacceptable behavior include but are not limited to: verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking any attendee, speaker, volunteer, exhibitor, ISC2 staff member, service provider, or other meeting guest.

- Disruption of talks during event sessions, in the exhibit hall, or at other events organized by ISC2 at the meeting venue or hotels.

### Consequences

- Anyone requested to stop unacceptable behavior is expected to comply immediately.
- ISC2 staff (or their designee) or security may take any action deemed necessary and appropriate, including immediate removal from the meeting without warning.
- ISC2 reserves the right to prohibit attendance at any future meeting.
- Other consequences as set forth in the [ISC2 Ethics Policy](#), as applicable.

If you are the subject of unacceptable behavior or have witnessed any such behavior, please immediately notify an ISC2 staff member or ISC2 volunteer in a leadership position. Notification should be done by contacting the Volunteer Manager. You can also submit any concerns post-event by emailing [volunteer@isc2.org](mailto:volunteer@isc2.org).