

## CROSSOVER VOLUNTEER GUIDELINES

Our desire is that every volunteer will have a positive, Christ-centered experience while serving during Crossover. We want to maintain a safe, healthy, welcoming environment at each event location during Crossover.

To accomplish this, we have implemented these guidelines:

- **Alcohol, Illegal Drugs & Tobacco**

We will maintain an alcohol, drug-and tobacco-free environment.

- **Students and Minors**

Persons between the ages of 14 and 18 are permitted to participate in most events. However, some events may arise where the minimum age of service is set to 18. Student groups must have a 1:5 adult-to-student ratio by gender. The recruitment information for each event will provide the age-appropriate information.

- **Dress Code**

Volunteers will be given a Crossover T-shirt upon arrival and are asked to wear it while serving. You are expected to exemplify Christian values in your clothing and conduct, even when away from the event site. Therefore, volunteers should not wear tight or revealing clothing such as halter tops, bare midriff separates, short shorts or clothing with immodest images or wording.

- **Volunteer Criminal History**

As an organization, the North American Mission Board believes individuals convicted of criminal acts can be fully restored through the work of Christ in their lives.

Additionally, we strive to be good stewards of our resources and diligent in our concern for the safety and security of volunteers, local residents, staff and resources affiliated with the ministry.

Therefore, volunteer applicants who have been convicted of crimes against minors or sexual offenses are prohibited from volunteering with the North American Mission Board. Other felony convictions involving crimes against persons or crimes that, in the sole discretion of the North American Mission Board, raise concerns about their participation will require a clean record for at least 10 years after conviction or release from prison, whichever is later.

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The North American Mission Board reserves the right to restrict or deny volunteer opportunities to any applicant who we reasonably believe may jeopardize the safety and security of volunteers, local residents, partners, or staff. All overnight volunteers must undergo a background check before being permitted to volunteer through the North American Mission Board.

- **Health and Disabilities**

All participants should carefully evaluate their health and ability to serve, especially while outdoors in the summer heat. Individual and group safety is our number one priority. The North American Mission Board retains the right to graciously redirect or restrict activities. If the health and safety of a volunteer becomes a concern, the individual or group may be requested to leave the event site.

- **Animals**

ADA Service Dogs are welcome, and accommodations will be made for individuals with ADA Service Dogs to participate in Crossover events. Advance notice must be received in time to implement accommodations. We are unable to accommodate pets or comfort animals that are not ADA-certified.