



Volunteer Agreement for CHADD Volunteers Fiscal Year 2026

We're so glad you're here and choosing to be part of this critical work. Volunteers like you are the heart of CHADD's mission—empowering people affected by ADHD through education, advocacy, and support. This agreement is a simple way to ensure we're all on the same page as we work together to create a supportive, inclusive, and neurodiversity-affirming community.

It outlines a few shared understandings about your role, our expectations, and how best to collaborate while honoring our values: trust, confidentiality, and clear communication.

Accordingly, by signing the acknowledgement below, you hereby agree as follows:

Our Shared Values

We're all here to support CHADD's mission: empowering people affected by ADHD.

That means:

- Treating everyone with respect and dignity
- Promoting inclusivity and sensitivity to the needs of those with ADHD and other neurodivergent experiences
- Reflecting CHADD's values in all our work

As a CHADD volunteer, you agree to support a welcoming, safe, and respectful environment for all participants, particularly those in the neurodivergent community.

Consistent with our mission, we aim to foster an environment rooted in the following:

- Neuroinclusivity and mutual respect
- Authenticity, curiosity, and collaboration
- Transparent, kind communication and accountability

Your Role and Responsibilities

As a CHADD volunteer, you agree to:

- Maintain an active CHADD membership
- Attend and actively participate in meetings and committee work
- Complete tasks on time and communicate proactively about any delays
- Engage respectfully, professionally, and with compassion for all
- Adhere to all CHADD policies and all applicable law
- Promptly report any concerns and actual or suspected incidents immediately to a CHADD staff member
- Follow CHADD's instructions in carrying out activities in your role as a volunteer

Confidentiality

Any data collected through CHADD programs, whether at the national or chapter level, is the sole property of CHADD. In your volunteer role, you may have access to sensitive, proprietary, or confidential information (“CHADD Data”), including but not limited to:

- Personal or identifying details of CHADD members, families, or volunteers
- Internal plans, communications, strategies, or materials
- Financial or research-related documents

For the avoidance of doubt, information publicly available on the CHADD website is not considered CHADD Data.

During and after the period of your volunteer service with CHADD, you agree to:

- Comply with all applicable data protection and privacy laws
- Keep all confidential information secure and private
- Limit sharing CHADD-related information to authorized individuals within CHADD
- Use only CHADD-approved platforms (e.g., Microsoft 365) for CHADD business
- Never input CHADD data into external or AI tools
- Maintain confidentiality of CHADD information and data, even after your volunteer service ends
- Not use confidential personal information of CHADD members or prospects to promote or solicit for non-CHADD activities or personal business interests
- Never save CHADD data or data pertaining to any CHADD participants on a cloud service, except for cloud services authorized for use by CHADD (e.g. the organizational Sharepoint account)
- Return all CHADD data to National CHADD, then delete all CHADD data, upon termination of your role as a CHADD volunteer

Exceptions apply only when required by law or when necessary to prevent harm; exceptions are only available when explicitly approved by CHADD leadership.

Conflict of Interest

A conflict of interest may occur when personal, professional, or financial interests could affect your ability to make impartial decisions on behalf of CHADD. For example, working for or serving on the board of an organization that competes with CHADD, offering similar programs, services, or advocacy efforts or having a financial investment in a business that CHADD is considering partnering with could influence your judgment or objectivity.

Conflicts of interest may also include formal or informal relationships with organizations or companies that provide comparable services, programming, or support as CHADD, especially if those relationships could be perceived to compromise your ability to act solely in CHADD’s best interest.

Personal, professional, or financial connections can sometimes overlap with our work at CHADD. If that happens, transparency is key, and you must:

- Disclose any potential or actual conflicts of interest in the Conflict of Interest Form
- Step back from decisions or conversations that relate to those conflicts
- Submit an updated disclosure each year or whenever circumstances change

The existence of a conflict of interest does not necessarily exclude you from volunteering for CHADD. The CHADD Governance Committee reviews all conflicts of interest and determines the level of risk to the individual and the organization. The CHADD Governance Committee shall, in its sole discretion, determine whether any conflict of interest precludes you from taking part in any activities with CHADD.

Social Media, Public Representation, and Media Inquiries

When you're speaking publicly or online, whether in our capacity as a CHADD volunteer or otherwise, you must:

- Refrain from making publicly disparaging or harmful statements about CHADD, its leadership, programs, or community
- Clearly state when your views are personal and avoid making statements that could be seen as CHADD's official position
- Refrain from sharing information about any CHADD participants
- Forward any media requests to CHADD's Communications Director or CEO
- Refrain from using CHADD's name, logo, or reputation to endorse products, services, or causes without written approval
- Only act as an official spokesperson if the CEO has assigned you to the Spokesperson Team and asked to speak to the media in that capacity

Training and Support

We want you to feel supported and confident in your role. If training is required, CHADD will provide it. You agree to:

- Attend scheduled training sessions
- Reach out if anything feels unclear
- Demonstrate the knowledge needed to perform your volunteer role
- Request any accommodations you need to be successful

Intellectual Property

In the course of your work as a volunteer, you may create materials for CHADD, such as presentations, policies, scope documents, program documents, methodology or guides. All such materials shall be the exclusive property of CHADD and may not be reused or shared outside the organization without prior written permission from CHADD's CEO. You hereby waive all rights to such materials.

Photographic Release

You understand and agree that during the course of your work with CHADD, you may be photographed and/or videotaped by CHADD for internal and/or promotional use. You hereby grant and convey to CHADD all right, title, and interest, including but not limited to, any royalties, proceeds, or other benefits, in any and all such photographs or recordings, and consent to CHADD the use of my name, image, likeness, and voice in perpetuity, in any medium or format, for any publicity without further compensation or permission.

No photographs shall be taken in the context of support group meetings.

Volunteer Status and Background Checks

As a CHADD volunteer, you generously offer your time and talents in a non-paid role.

You hereby acknowledge that your participation is entirely voluntary and that no compensation, remuneration, wages, or benefits will be provided for services rendered. Further, you hereby acknowledge that you are not an employee, agent, or contractor of CHADD and are not entitled to unemployment insurance, workers' compensation, or any other benefit provided to employees.

You hereby waive any present or future claim for compensation or liability for services performed under this agreement, including in the event of injury or medical expense.

The safety of our participants is our top priority. Accordingly, CHADD reserves the right to conduct criminal background checks on all volunteers, and you hereby consent to such screening and agree that your participation as a volunteer is contingent on satisfactory results.

Assumption of Risk and Disclaimer of Liability

While we strive to create safe, supportive environments, volunteering with CHADD may expose you to a variety of foreseen and unforeseen hazards and risks. Further, CHADD does not assume any responsibility for or obligation to provide financial assistance or other assistance, including but not limited to medical, health or disability insurance of any nature in the event of your injury, illness, or death, or damage or loss of your property. You hereby expressly and specifically assume such risks, including any and all risk of injury, harm, or loss that you may incur as a result of your work with CHADD. CHADD isn't responsible for personal injuries unless they result from the organization's gross negligence.

Further, you hereby fully and forever release and discharge CHADD from, and expressly waive, any and all liability, claims, and demands of whatever kind or nature, either in law or in equity, that may arise from my participation in the CHADD activities. You agree not to make or bring any such claim or demand against CHADD, and fully and forever release and discharge CHADD from liability under such claims or demands.

YOU UNDERSTAND THAT THIS RELEASE DISCHARGES THE ORGANIZATION FROM ANY LIABILITY OR CLAIM THAT YOU MAY HAVE AGAINST THE ORGANIZATION WITH RESPECT TO ANY BODILY INJURY, PERSONAL INJURY, ILLNESS, DEATH, PROPERTY DAMAGE, OR PROPERTY LOSS THAT MAY RESULT FROM THE ACTIVITIES, WHETHER CAUSED BY THE NEGLIGENCE OF THE ORGANIZATION OR OTHERWISE.

Indemnification

By participating in CHADD spaces (including digital spaces) and/or events, you hereby agree to indemnify, defend, and hold harmless CHADD, its staff, volunteers, and partners from any and all liability, losses, damages, judgments, or expenses, including attorneys' fees, that it may incur or sustain as a result of my negligence, recklessness, or willful misconduct in connection with your work with CHADD, arising out of any third-party claim.

Ending Your Volunteer Service

We hope you'll stay involved with CHADD for a long time, but we understand that roles shift and availability changes. If you need to step down, just let us know.

CHADD may also terminate this volunteer agreement at any time if, in its sole discretion, it deems that your participation is no longer in the best interest of CHADD or its participants.

Upon termination of this agreement, you agree to return any CHADD-owned materials and confidential information.

Except with respect to the provisions on confidentiality above, this agreement shall survive for five (5) years after the termination of your volunteer service.

Governing Law

I hereby agree that this Release is intended to be as broad and inclusive as permitted, and that this Release shall be governed by and interpreted in accordance with the laws of the State of Maryland, without reference to any choice of law doctrine.

Acknowledgment

By signing below, you acknowledge that you've read and understood this agreement and agree to uphold its expectations, values, and responsibilities.