



Salt Lake County Divison of Parks and Recreation

Youth Coach Volunteer Application

Date: _____ Salt Lake County Recreation Center: _____

Name: _____

Address: _____

Telephone Numbers - Home: _____

Cell: _____

Work: _____

Email: _____

Have you coached in a Salt Lake County Youth Sports Program before? Yes ____ No ____

Describe your experience working with youth, and any specific experience coaching youth: _____

Please initial each statement, indicating you understand and accept:

- 1. As a Salt Lake County Youth Sports Coach, I shall perform all my duties as specified on the Youth Sports Coach Volunteer Job Description in a professional manner. Initial:_____
2. If I become aware of a scheduling problem that conflicts with my volunteer duties, I shall notify the Program Coordinator as soon as possible. Initial:_____
3. I agree to maintain information I receive while engaging in my volunteer duties in the strictest confidentiality. Initial:_____
4. I acknowledge that while I conduct volunteer activities pursuant to my Job Description and under the supervision of a Salt Lake County employee, I qualify for the following coverages: Medical benefits under worker's compensation for any injury sustained while performing volunteer services and liability protection. Initial:_____
5. As a Salt Lake County Youth Sports Coach, driving a car is not part of my job description. Initial:_____
6. Before commencing my volunteer duties, I am required to read and understand Salt Lake County's Sexual Harassment and Discrimination Prevention for Volunteers, provided below and on the reverse side of this Application. Initial:_____

SEXUAL HARASSMENT AND DISCRIMINATION PREVENTION FOR VOLUNTEERS

Sexual harassment and discrimination is NOT taken lightly. Anyone engaging in such conduct could be held personally liable. Sexual harassment is a form of discrimination which is prohibited by federal law and by Salt Lake County Policy. Discrimination and harassment on the basis of a person's race, color, religion, national origin, sexual orientation, marital status, or sex is prohibited under County Policy. Sexual harassment is a form of sex discrimination. Sexual harassment is defined under Federal law and County Policy as: "Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to

or rejection of such conduct by such individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

The three elements are: **FIRST**, the conduct must be of a sexual nature. This means either words, physical contact or gestures. **SECOND**, the conduct must be unwelcome. **THIRD**, a job related factor must also be present: (A) Submission to the unwelcome conduct is a condition of employment. (B) Submission to the unwelcome sexual activities results in a positive or negative employment decision. (C) The unwelcome sexual conduct may also interfere with work performance and create a hostile, intimidating or offensive working environment.

In summary, sexual harassment is unwelcome sexual conduct that affects the victim's working conditions.

PREVENTING HARASSMENT:

The first line of prevention is to avoid doing or saying anything that might offend someone. The second line of prevention is to report incidents of harassment or discrimination. Under County Policy, you may report to any supervisor in your area, the County EEO manager (385) 468-0570, the County Personnel Director, your Program Coordinator, the County Mayor, and County Council member, or Utah Antidiscrimination Division.

Salt Lake County will not tolerate any sexual harassment in the workplace and policy provides for immediate investigation with appropriate discipline for anyone who engages in harassment. With this knowledge, the undersigned volunteer hereby releases Salt Lake County, its agents and employees from any liability or obligation arising from, or in connection with, the undersigned's Volunteer Activities with Salt Lake County other than stated above.

I have read the sexual harassment and discrimination information. Initial: _____.

By signing below, I indicate that I have read and understand Salt Lake County's "Sexual Harassment & Discrimination Prevention For Volunteers.

Signed: _____
Date: _____