



## JOEBOENTOE VOLUNTEER AGREEMENT

This Volunteer Agreement is a description of the arrangement between us, **JOEBOENTOE**, and you (the **VOLUNTEER**) in relation to your voluntary work. This is a legally binding contract and the sole source of any obligations and/or services to be provided by **JOEBOENTOE** and therefore no oral or other communications or documents regarding the substance of this Agreement are relevant or binding upon **JOEBOENTOE**.

The purpose of this Agreement is to protect both' **JOEBOENTOE**' and its **VOLUNTEER(s)** and provide guidance in all areas of **VOLUNTEER** involvement.

Please ensure you have read this Agreement and understood the terms and conditions outlined herein.

### **NOW THEREFORE THIS AGREEMENT WITNESSES AS FOLLOWS:**

#### **1 .PARTIES**

This agreement is between:

<b>Full name</b>	
<b>Address</b>	
<b>Postal code</b>	
<b>Town / country</b>	
<b>Phone number (s)</b>	
<b>Passport number</b>	
<b>ICE name &amp; number</b>	

AND

**Stichting Joeboentoe**  
**Boskrekel 24**  
**7423 HC**  
**Deventer, Holland**



## 2. DEFINITIONS

This Agreement includes certain key terms that are specifically defined in the definitions below. Defined terms are indicated with a capitalized letter in the agreement.

**Agreement:** This Volunteer Agreement between the **VOLUNTEER** and **JOEBOENTOE**, including other written exhibits that may be referenced herein and/or attached to this document. The person mentioned on the bottom of the agreement as '**VOLUNTEER**' that enters into this Agreement with **JOEBOENTOE** and may be used interchangeably with 'you' or 'your' when possessively referring to the **VOLUNTEER**. **Project:** The specific venture and/or activity for which a **VOLUNTEER** is engaged and selected to provide Voluntary services. **Project period:** The length of time for which a **VOLUNTEER** is scheduled to work for **JOEBOENTOE**.

## 3. SERVICES PROVIDED BY JOEBOENTOE

### 3.1 Placement of Volunteers

**JOEBOENTOE** agrees to arrange a **VOLUNTEER** project for which you shall provide voluntary services during the durations of the Project Period. If a Project terminates or other circumstances require the Volunteer Coordinator to remove you from the Project, **JOEBOENTOE** will attempt to find an alternative Project for you. If **JOEBOENTOE** is unable to confirm an alternative Project or you do not wish to accept the alternative project selected for you, **JOEBOENTOE** will not be liable for any loss suffered.

### 3.2 Volunteer duties

Volunteering for **JOEBOENTOE** is very simple. The key target of the foundation is to help people in need and be as self-sufficient as possible, furthermore we aim to provide a nice and healthy environment where volunteers can share their know-how and talents. Self-sufficient means the **VOLUNTEER** might be asked to help with agricultural activities, preparing food and other tasks concerning the sustainability and self-sufficiency of the project. Volunteering with **JOEBOENTOE** is about synergy, so there is not a definite list of tasks. We will not push the **VOLUNTEER** to do tasks he or she is not capable of or is not willing to perform. Besides the duties concerning the sustainability and self-sufficiency of the location, it might be possible that the **VOLUNTEER** has his or her own project to carry out.

### 3.3 Volunteer coordinator

**JOEBOENTOE** will arrange a Volunteer Coordinator for the **VOLUNTEER**. The volunteer coordinator serves as the primary contact for you during the project period and will provide the necessary support and regular supervision meetings. The Volunteer Coordinator will ensure that the **VOLUNTEER** is consistently informed of all organizational expectations including support for trainings, reporting schedules and support to specific organizational initiatives and activities.

**The applicable volunteer coordinator during the project period will be:**

Name	
Telephone number in Uganda	
E-mail	



### 3.5 Accommodations and meals

**JOEBOENTOE** will in some cases arrange accommodation and meals for the **VOLUNTEER**. Because our foundation is working in third world countries, the **VOLUNTEER** must be prepared for accommodation and meals that you might expect in these countries. Off course we strive to make it as comfortable as possible. Regarding the meals, **JOEBOENTOE** will provide an Ugandan menu.

### 3.8 Salary and benefits

**JOEBOENTOE** does not offer any salaries and related benefits since the work has a voluntary basis to help the projects and communities in third world countries, unless specifically provided otherwise in this Agreement.

## 4. RESPONSIBILITIES OF VOLUNTEER

### 4.1 Rules and procedures

The **VOLUNTEER** will follow the spirit, contractual requirements, rules and procedures of the **JOEBOENTOE**. In addition, the **VOLUNTEER** hereby understands respects and follows the local culture and customs during their stay in Uganda.

### 4.2 Volunteer duties

The **VOLUNTEER** will provide voluntary employment services in connection with the Project and meet time and duty commitments for the entire duration as mentioned in the description below, or - in exceptional circumstances - provide adequate notice so that alternative arrangements can be made.

Description Project	
Start date	
End date	

### 4.3 Personal liability

The **VOLUNTEER** shall remain personally and solely liable for his/her conduct, actions and/or omissions.

### 4.4 Insurance

All **VOLUNTEER** are required to arrange their own insurance coverage. **JOEBOENTOE** does not offer any insurance and liability coverage to its **VOLUNTEERS**. The **VOLUNTEER** is solely responsible for evaluating and determining the type, extent and levels of insurance coverage he/she may need or desire during the project period, including – without limitation coverage for: light work, travel, medical expenses, liability arising due to personal injury to you or a third party.



#### **4.5 Medical needs**

It is the sole responsibility of the **VOLUNTEER** to ensure that he/she has taken appropriate medical advice from a doctor with respect to traveling to Uganda. This includes the appropriate inoculations, immunizations and medical treatments prior to your arrival as well as bringing any necessary and or recommended medications or medical equipment. You hereby agree that you will fully disclose to **JOEBOENTOE** any and all medical conditions and health issues that are relevant before departure and your work on the Project.

#### **4.6 Passport and Visa**

A visa is required for entering Uganda. The **VOLUNTEER** is solely responsible for arranging, obtaining and/or extending the necessary visa. The **VOLUNTEER** should hereby acknowledge that he/she is not authorized to work in Uganda on a tourist visa.

### **5.CANCELLATION**

#### **5.1 Cancellation**

Both **JOEBOENTOE** and the **VOLUNTEER** can cancel a project on or after the start of the project period. **JOEBOENTOE** will not be liable for any loss suffered due to the cancellation.

### **6. TERMINATION OF AGREEMENT**

#### **6.1 Immediate termination of Agreement by JOEBOENTOE**

**JOEBOENTOE** reserves the right to immediately terminate this Agreement by giving the **VOLUNTEER** a written notice of termination if any of the following events occur;

- 6.1.1 **JOEBOENTOE** discovers that the **VOLUNTEER** is involved in any illegal activities or convicted of any criminal activities before or during the project period.
- 6.1.2 The behavior, actions and/or conduct of the **VOLUNTEER** is deemed threatening or unacceptable offensive in the judgment of the **JOEBOENTOE** staff.

#### **6.2 Termination after notice and cure opportunity**

**JOEBOENTOE** reserves the right to terminate this Agreement after having given the **VOLUNTEER** a written notice identifying the violation and the **VOLUNTEER** fails to remedy the alleged violation if any of the following events occur;

- 6.2.1 **JOEBOENTOE** feels that the **VOLUNTEER** is not fulfilling the responsibilities and duties under this Agreement;
- 6.2.2 The **VOLUNTEER** refuses to accept and perform the volunteer services under this Agreement;
- 6.2.3 The **VOLUNTEER** violates any term of this Agreement.



### **6.3 Effects of termination**

In the event of termination, the **VOLUNTEER** is required to leave immediately and vacate the project and the **JOEBOENTOE** premises. In all events, **JOEBOENTOE** shall bear no responsibility or liability for any termination and the **VOLUNTEER** is solely responsible for any cost of return travel and/or alternative living arrangements.

## **7. RELEASES AND WAIVER LIABILITIES FORCE MAJEURE**

### **7.1 Release and Waivers in favor of JOEBOENTOE**

The **VOLUNTEER** hereby fully, permanently and irrevocably release, forever discharge and agree not to sue **JOEBOENTOE**, including any and all of its successors and assigns its participants from any and all actions, suits, liability, claims, demands, losses, and/or causes of action for damages or other legal or equitable relief of any nature. Including, without limitation, claims for personal injury, emotional injury, illness, disease, death, property damage or other losses, expenses and/or damages (collectively 'claims'), which may hereafter arise from any cause whatsoever. Including, without limitation, that arising from your participation in any project, activity or event affiliated or associated with **JOEBOENTOE**, whether or not foreseeable or contributed to by the negligent acts or omissions of **JOEBOENTOE** or others.

**NOTE:** The waivers are intended to be as broad and as inclusive as permitted by law.

### **7.2 Force Majeure**

Various events which **JOEBOENTOE** is unable to control may arise and cause disruption, delay or cancellation of the Project. Such circumstances are likely to include; riots or civil strife and natural disaster (collectively "Force Majeure"). The **VOLUNTEER** agrees, understands and acknowledges that **JOEBOENTOE** shall have no liability for any delay or cancellation of a project due to Force Majeure.

## **8. MISCELLANEOUS PROVISIONS**

### **8.1 Severability**

Wherever legally possible, each and every provision of this Agreement shall be interpreted in such manner as to render it valid, effective and enforceable under applicable law. According to its express terms, but if any provision of this Agreement shall be deemed legally prohibited or invalid under applicable law by a court of competent jurisdiction, such provision shall be ineffective only to the extent of such prohibition or invalidity. Without invalidating the remainder of such provisions or any of the remaining provisions of this agreement, which shall remain in full force and effect absent said invalid provisions. Further, any provisions that are required by the Dutch Law are incorporated into this Agreement.

### **8.2 Arbitration**

All legal proceedings arising from this Agreement shall be resolved by binding arbitration, conducted in the legal courts of law in Holland.



### 8.3 Choice of law

This Agreement and the transactions contemplated hereunder shall be construed in accordance with and governed by the laws of the Holland without giving effect to conflict of laws principles.

### 8.4 No employment

The **VOLUNTEER's** Agreement does not constitute a contract of employment with **JOEBOENTOE**. The **VOLUNTEER** acknowledges that he/she has voluntary applied to work with **JOEBOENTOE** and that the **VOLUNTEER** will not be paid for any services nor be covered by any medical or other insurance coverage from **JOEBOENTOE**.

#### The **VOLUNTEER**:

I, \_\_\_\_\_ (surname, given names) certify that I have read, understood and will abide by the above information. I am aware that by signing this agreement I am choosing to waive certain legal rights that I or my relations may have against **JOEBOENTOE**.

#### The **VOLUNTEER**

Date

Place

Signature

#### **JOEBOENTOE**

Signing on behalf of Stichting Joeboentoe: \_\_\_\_\_

Date

Place

Signature