



Creation Festival Volunteer Creed

As a Creation Festival Volunteer I am committed to doing my best for the Lord and for His glory. As a servant of Jesus Christ and of the Creation Festival I commit to treating all volunteers, festivalgoers, supervisors, support staff and administration staff with the utmost love and respect as exemplified by my Lord and Savior Jesus Christ.

As a Creation Festival Volunteer I am committed to being drug and alcohol free while serving at the festival. I am also committed to not giving drugs or alcohol to anyone else.

Code of Conduct

Creation Festival volunteers are expected to always maintain a high standard of conduct, keeping in mind what would best represent the Lord Jesus Christ at all times. Creation Festival volunteers should refrain from participating in illegal drugs, alcohol consumption, illicit sex, adultery, fornication, cheating, gossip, strife, rebellion, ungodly attitudes, police arrest, plagiarism, or use of profane language. The practice of these or any other areas of misconduct, which are not in accordance with the beliefs of Creation Festivals, are grounds for release from duties or denial of volunteer application.

Any person convicted of a sex crime under Megan's law or similar State reporting agency is barred from serving on volunteer or paid staff for the safety and protection of participants.

Unacceptable Activities

Generally speaking, we expect each person to act in a mature and responsible way at all times. If you have any questions concerning any work or safety rules, or any of the unacceptable activities listed below, please contact the Creation Festivals office for an explanation.

If you commit any of the actions listed below, or any other action not specified but similarly serious, you may be released from your duties pending an investigation of the situation.

- Theft.
- Falsification of Creation Festival's records.
- Failure to follow safety practices.
- Breach of Confidentiality Agreement.
- Threat or the act of doing bodily harm.
- Willful or negligent destruction of property.
- Use and/or possession of intoxicants, drugs or narcotics.
- Harassment.
- Immoral, unlawful, or indecent conduct.
- Use and/or possession of firearms, weapons, knives, or explosives on Creation Festivals property (excluding authorized armed security officers).

The provision of this policy is not a guarantee of its use. Creation Festivals reserves the right to release any volunteer from their duties at any time, with or without reason. Additionally, Creation Festivals reserves the right to prosecute any volunteer for any of the above infractions.



Anti-Harassment Policy

One of Creation Festivals guiding principles is to provide a great environment and to treat each other with respect and dignity. Accordingly, Creation Festivals strictly prohibits sexual harassment or harassment on the basis or race, color, national origin, physical or mental disability, age, veteran status, marital status, or any other characteristic protected by applicable law.

This prohibition applies to all supervisors, volunteers, vendors, or customers. No person is expected to tolerate any conduct prohibited by this policy from anyone while volunteering or attending Creation Festivals.

Harassment Defined

Sexual harassment prohibited by this policy includes any unwanted sexual advances, requests for sexual favors, or visual, verbal or physical conduct of a sexual nature when:

- Submission to or rejection of such conduct is used as a basis for decisions affecting the participation of the volunteer; or
- Such conduct has the purpose or effect of unreasonably interfering with a volunteer's work performance or creating an intimidating, hostile or offensive working environment.

The following is a partial list of conduct that would be considered harassment.

- Unwanted sexual advances or propositions.
- Offering benefits in exchange for sexual favors.
- Leering, making sexual gestures, displaying sexually suggestive objects or pictures, cartoons, calendars or posters.
- Making or using derogatory comments, comments about an person's body or dress, slurs, or sexually explicit jokes.
- Written communications of a sexual nature distributed in hard copy or via a computer network, suggestive or obscene letters, notes or invitations.
- Physical conduct such as unwanted touching, assault, impeding or blocking movements.
- Making or threatening retaliation after a negative response to sexual advances or for reporting or threatening to report sexual harassment.

Volunteer Background Check

Prior to becoming a volunteer with Creation Festivals, background check may be conducted. Background checks may consist of a criminal record check and/or driving record history may also be obtained.

Driver's License and Driving Record

Volunteers whose work requires operation of a motor vehicle must present and maintain a valid driver's license and follow the Creation Festivals "Use of Ministry Vehicles" rules.