

## Terms and conditions for Community Partners to post a volunteer opportunity

By posting a volunteer opportunity, you accept the following terms and conditions:

The Centre reserves the right to terminate your eligibility to post a volunteer opportunity at any time if we learn that you have provided false or misleading information or have violated these terms and conditions, or if we receive complaints about your volunteer opportunities or someone's volunteer experience with you that are substantiated. Moreover, if there is reason to believe that you do not meet these terms and conditions, we may remove your posting(s) and deactivate your account.

By posting a volunteer opportunity, you represent that:

- a) All information you submit is truthful and accurate
  - b) You will maintain the accuracy of such information
  - c) Your volunteer opportunity does not violate any applicable law or regulation
  - d) You will make every reasonable effort to provide uOttawa students who engage with your organization with a respectful, healthy and safe working environment, free from harassment, sexual harassment (including sexual violence) and discrimination
- **Harassment** means engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome. A single unwelcome incident, if serious enough, can be sufficient to support an instance of harassment. Harassment includes comments or conduct that intimidates, humiliates, undermines or dominates the other person by belittling, embarrassing or demeaning them, or involves the use of abusive or threatening language.
  - **Sexual harassment** is a form of harassment that consists of:
    - a) Sexual solicitation or unwanted sexual attention from a person who knows or ought reasonably to know that such attention is unwanted
    - b) Implied or expressed promise of reward for complying with a sexually oriented request
    - c) Implied or expressed threat of reprisal or actual reprisal for refusing to comply with a sexually oriented request
    - d) A sexual relationship that constitutes an abuse of power in a relationship of authority; or
    - e) A sexually oriented comment or behaviour that may reasonably be perceived to create a negative psychological and emotional environment for work or study ("poisoned environment")
  - **Discrimination** means:
    - a) A distinction—intentional or unintentional, direct or indirect—because of a person's race, ancestry, ethnic origin, creed, place of origin, colour, citizenship, sex, sexual orientation, gender identity and expression, age, pregnancy, marital status, family status, record of offences, political affiliation, religious belief, disability or means to accommodate the disability
    - b) That has the effect of erecting barriers or creating obligations, disadvantages or situations of unequal treatment that withhold or limit access to privileges, advantages or political, social or economic rights available to other members of society

The Centre does not verify the suitability of a uOttawa student for your volunteer opportunity. We offer a matching service. It is the organization's responsibility to ensure that the uOttawa student meets the requirements of the position and that each student is oriented on the specifics of the position.

We encourage community partners and uOttawa students to request additional information from each other as needed to establish qualifications, credentials and overall fit. If either you or the student or both decide not to continue the working relationship, let the Centre know as soon as possible and we will remove him or her from the placement and discuss whether you wish to recruit another student or cancel the placement.

