

Civil Rights Agreement for Mill Creek Food Bank Volunteers

As a volunteer, you're helping distribute food through a federally funded program, including TEFAP (The Emergency Food Assistance Program). Because this food comes from the USDA, we must follow federal civil rights rules to ensure everyone is treated fairly and with dignity.

By volunteering, you agree to the following:

No Discrimination

You will not treat anyone differently based on:

- Race or color
- National origin or language
- Sex, gender identity, or sexual orientation
- Age or disability
- Religion or beliefs
- Marital or military status
- Citizenship or immigration status
- Any other protected class

Equal Access

You will help ensure all clients—especially those with disabilities or language needs—have equal access to food and services.

Respect Privacy

Do not discuss clients or their situations outside the food bank. Never share personal information unless required by law.

No Harassment

Harassment of any kind is not tolerated. This includes offensive jokes, unwanted physical contact, or inappropriate comments.

If a Complaint Is Made

If someone feels they were treated unfairly, notify a supervisor right away. You may be asked to help them begin the complaint process.

Be Kind & Professional

Always treat clients, staff, and fellow volunteers with respect and kindness.

By continuing to volunteer, you confirm that you understand and agree to follow these civil rights rules as required by USDA-supported food programs.

If you have questions, please talk to a staff member.

Signed _____ Date _____