



CITY OF
ISSAQUAH
PARKS & COMMUNITY
SERVICES

ADULT INDIVIDUAL VOLUNTEER SERVICE AGREEMENT (18 years of age or older)

I, _____, hereby volunteer my services to perform only the services directly authorized by City of Issaquah ("City") staff (or written scope of work). I understand I will not be compensated for my work, and I perform my volunteer activities in a responsible manner. I hereby identify that I am capable of performing the outlined volunteer activities.

☒ My **ONE-TIME** volunteer service will commence on **October 1, 2025** and end on **October 1, 2026**.

OR

☐ My **ONGOING** volunteer services will commence on _____. If I decide to discontinue volunteer service, I will notify the _____ department.

I understand and agree that:

- I am not to appear for volunteer service under the influence of any drugs or alcohol;
- I may be entitled to receive full coverage for medical treatment required, if the injury was incurred during qualified volunteer participation, under the medical aid provisions of the Worker's Compensation Act, which is administered by the Department of Labor and Industries, but not for loss of time because of injury or illness, or for lasting disability or death. It will be my responsibility to notify the treating medical facility that this is a volunteer "on-the-job" injury to receive such coverage. I am aware the incident is subject to routine investigation for verification purposes and is not a guarantee of coverage if it is determined not to be a volunteer associated injury. I must also report any "on-the-job" injury or illness, no matter how minor, to the City's risk management office through an incident report;
- the City shall inform me of any necessary personal protective equipment, as required for the scope of the activities by the Washington Industrial Safety and Health Act, and I agree to utilize it (it may be provided by myself or the City);
- I give permission for photos/videos taken of myself during volunteer activities to be used for publicity purposes, without recompense;
- I understand that I am **not** to have child(ren) with me, during my volunteer activities, that are under 14 years old (and those over 14 years would need a separate Volunteer Service Agreement if they were with me while I performed volunteer functions, regardless whether they actually assisted me or not). If I do bring with me any child(ren) under 14 years of age (**which is violation of this agreement**), I understand I will be held solely liable, and assume all risk of liability, for my child(ren)'s actions and hold the City harmless from any and all such related claims against the City; except for injuries or damages caused by the City's sole negligence;
- I understand I am to be trained on any activity that I am unfamiliar with, learn the corresponding policies, and it is my responsibility to understand them completely or ask questions until I feel confident to perform them;
- the City may terminate this agreement at any time without cause and I understand I am volunteering my services at will and may be asked to discontinue without prior notice or reason. I may also terminate this agreement at any time without prior notice;
- if I am to work unsupervised with children, the handicapped, or elderly, I consent to the City performing a background check into my history in accordance with RCW 43.43.834 and waive any right of privacy I may have in such information for the limited purpose of the City considering it for determining my suitability as a volunteer; and
- I am fully aware of the special dangers and risks inherent in the activities that I may volunteer for on behalf of the City and I hereby assume all risk of liability. I also waive any right of recovery for myself, my heirs, executor, or personal representatives, from, or to bring suit against, the City and their responsive officers, officials, employees and volunteers, holding them harmless from any and all claims for any personal injury, loss, death, damage, or other consequences to myself arising out of my voluntary participation in an activity, except for injuries and damages caused by the sole negligence of the City.

This agreement will be in effect for the duration of my volunteer service beginning on the date listed above, unless amended in writing.

Dated this _____ day of _____, 20_____.

Signature of Volunteer _____

Printed Name of Person Signing Above _____

Address: _____ City: _____ State: _____ Zip: _____

Home #: _____ Work #: _____ Cell #: _____ EMAIL: _____

Emergency Contact Name and Day & Evening Phone: _____ Day: _____ Eve: _____

**ISSAQUAH PARKS & COMMUNITY SERVICES
2025-2026 WINTER YOUTH BASKETBALL PROGRAM**

COACHES CODE OF CONDUCT

1. Coaches should have read, and be sure to understand, all the Coach documents provided by the Issaquah Parks & Community Services Department; including the "Etiquette & Expectations" section outlined in the coaches' manual.
2. Coaches must understand that the Issaquah Parks & Community Services Winter Youth Basketball Program is a recreational league and, as such, will coach his/her team in a manner consistent with the spirit of "basketball is played for fun" for both his/her team and for his/her opponents as well.
3. All players must play at least half of the game; this is to be strictly adhered to. The purpose of these games is to allow all children to participate regardless of ability and to teach sportsmanship above all else. This is not an ability-based competition program.
4. Coaches will show respect for the referees at all times. This is an opportunity to teach our players how to address officials. Coaches are responsible for overseeing the manner in which people in attendance from his/her team address the referee or official. Coaches are also responsible for moderating the behavior of people on their sideline; letting everyone know that there is no (zero) challenging or disrespectful comments/actions directed toward any referee, player, or adult, allowed before, during, or immediately after a game. A coach may not step onto the court without the referee's permission. Any physical assaults will be reported and within the jurisdiction of the police.
5. It is forbidden and not within the scope of Coach for the Issaquah Parks & Community Services program for any Coach to drive a team player to/from the games (except his/her own children and those of personal friends where it is understood that the Coach is driving as a family friend, but explicitly not within their Coaching authority).
6. Coaches should never touch a player (or any other person at practices or games) in anger. Coaches should also refrain from too much touching – be aware of your gestures. A simple arm around the shoulder is one thing – swatting a player on the behind is another. Absolutely no touching of any private areas (even if covered by clothing) is allowed at any time. A coach will be held solely responsible for any inappropriate touching.
7. Disciplinary action, including banishment from coaching in any further Issaquah Parks & Community Services programs will occur if a coach uses threatening gestures or language, or pushes or strikes any player, coach, referee, or league official.
8. **LYSTEDT LAW (HB 1824) CONCUSSION AND SUDDEN CARDIAC ARREST AWARENESS ACT (SSB 5083)**
INFORMATION ACKNOWLEDGEMENT: I promise to read and review, until I fully understand, the Concussion information and Sudden Cardiac Arrest information provided to me in my Coaches Packet by the City of Issaquah Parks and Community Services Department as a volunteer coach. I must comply with the parameters of how to treat a participant of a head concussion and if someone collapses of possible sudden cardiac arrest. If I don't understand the information provided to me, it is my responsibility to ask the Issaquah Parks & Community Services staff for clarification.

PLAYERS CODE OF CONDUCT

1. The Coach will be responsible for overseeing the players (and their parents) adherence to the Issaquah Parks & Community Services Department Players Code of Conduct and communicating these to all their team players.
2. Players will show respect for any referee at all times.
3. Players will show respect for any player or coach at all times, and to spectators as well.
4. Players may be banished from playing in future Issaquah Parks & Community Services programs if they make threatening gestures, use threatening language, push or strike any player, coach, referee, league official, or spectator.

Coach's Name (print): _____

Boys: ____ **/ Girls:** ____ **Grade of Team:** ____ **School:** _____

I acknowledge the receipt of a copy of these rules and Code of Conduct. I have read and agreed to them, understanding the principles and guidelines they contain. A signed copy will be kept on file with Issaquah Parks & Community Services Department.

Coach's Signature _____ **Date** _____

CODE OF ETHICS

For Municipal Officers, Employees, & Volunteers

I. PURPOSE

City representatives have an ethical obligation to remain accountable to themselves and to the public for their actions. This policy establishes standards of professional behavior for City employees, elected officials, board and commission members, volunteers, and other agents of the city in order to promote ethical behavior and prevent potential conflicts of interest.

All City of Issaquah municipal officers and employees are bound by RCW 42.17A, 42.23, 42.30, 42.56.

II. INDIVIDUALS AFFECTED

All departments and divisions, including elected officials, board and commission members, interns, volunteers, and anyone acting as an agent for the City. Individuals falling into any of these categories are considered "municipal officers and employees" of the City for purposes of this Code of Ethics.

III. REFERENCES: RCW 42.17: Campaign Disclosure and Contribution; RCW 42.17A.550: Use of Public Funds for Political Purpose; RCW 42.17A.555: Use of Public Office or Agency Facilities in Campaigns—Prohibitions—Exceptions; RCW 42.23: Code of Ethics for Municipal Officers—Contract Interests; RCW 42.23.030: Interest in Contracts Prohibited—Exceptions; RCW 42.23.040: Remote Interests; RCW 42.23.070: Prohibited Acts; RCW 42.30: Open Public Meetings Act; RCW 42.56: Public Records Act

IV. POLICY

Municipal officers and employees shall not engage in any act or behavior that is in conflict with the performance of their official duties, including but not limited to activities outlined in the following sections.

A. Conflicts of Interest

Rules governing employee conflicts of interest are established in RCW 42.23.030, RCW 42.23.040, and RCW 42.23.070 and further outlined in the Issaquah Personnel Policies.

No municipal officer or employee shall engage in any act which is in conflict with, or creates an appearance of conflict with, the performance of official duties. This includes:

1. Using city property or money for personal convenience or profit (either for one's self or for another);
2. Improperly disclosing confidential information gained by reason of one's official position, or otherwise using such information for something other than city purposes;
3. Having an interest, directly or indirectly, in any City service, contract, sale, lease or purchase that is under the employee's supervision, except as allowed by state law;
4. Approving any contract or sale in which the employee holds beneficial (financial or otherwise) interest or failing to disclose that interest to the governing body, except as outlined in state law;
5. Influencing the City's selection of, or its conduct of business with, a corporation, person, or firm while having a non-remote beneficial interest in said entity. This includes instances where the municipal official or employee's immediate family is an officer, agent, employee, member or part owner of the entity;
6. Involvement in any business or professional activity, including outside employment, that is incompatible with responsibilities to the City. This includes activities that reflect discredit upon the City or which might impair judgment with respect to the performance of public duties.

B. Gifts & Gratuities

Rules governing employee acceptance of gifts are established in RCW 42.23.070.

Municipal officers and employees are prohibited from giving or receiving any compensation (other than regular salary), gift, reward, gratuity, or loan at less than prevailing rates from any source except the City, for matters related to their official duties. Similarly, municipal officers and employees are prohibited from using the authority of their position with the City to induce or coerce the provision of special privileges, exemptions, gifts, or other items of value. Some exceptions include:

1. Accepting eligible gifts on behalf of the city (must remain property of the city);
Accepting a meal, food items, or event tickets of moderate value (\$50 or less), when provided in conjunction with the conduct of city business or where official attendance by the municipal officer or employee as a staff representative is appropriate;
2. Accepting an award publicly presented in recognition of public service or accepting a symbolic gift of little economic value;
3. Accepting any gift which would have been offered or given to the municipal official or employee if they were not a municipal officer or employee.
4. Accepting a gift that is subsequently unused and returned within 30 days to the donor.

C. Political Activity

Rules governing political activities of employees are established in RCW 41.06 and RCW 42.17 and further outlined in the Issaquah Personnel Policies.

Municipal officers or employees may participate in political or partisan activities so long as City resources and property are not involved and the responsibilities of the municipal officer or employee are not adversely affected. Examples of improper political activity include:

1. Campaigning (including wearing or displaying in one's office a button, badge, or sticker relative to a candidate or ballot issue) while on City time or while wearing a City uniform;
2. Using City facilities, equipment, supplies, or funds for support of political activities except as allowed for elected officials;
3. Soliciting contributions while on City time or property, or while wearing a City uniform, for partisan causes;
4. Holding a part-time public office in the City that interferes with municipal officer or employee work responsibilities.

D. Public Records

Rules governing public records for government agencies are established in RCW 42.56.

All municipal officers and employees are bound by the Public Records Act. Municipal Officers and employees must take care to preserve public records for public viewing, including papers, photos, maps, videos, and electronic records. In accordance with Public Records Act retention schedules, Municipal officers and employees are prohibited from dumping, destroying, or deleting public records, except as otherwise allowed by the Public Records Act.

E. Open Meetings

Rules governing meetings of governing bodies of public agencies are established in RCW 42.30.

All elected officials and Council appointed boards and commission members are bound by the Open Meetings Act. This section applies only to those individuals.

Members of City governing bodies may not host or attend meetings where City business is being discussed and where a majority of governing board members are present unless the meeting has been made open and accessible to the public and given appropriate notice. Ordinances, resolutions, rules, regulations, orders, and directives may only be adopted at public meetings.

F. Whistleblower Protection

Rules governing whistleblower's protection are established in RCW 42.40 and further outlined in the Issaquah Personnel Policies.

Employees are encouraged to make good faith reports of improper governmental actions of City officials. In such circumstances, reprisal or retaliatory actions may not be made against the reporting employee.

V. PROCEDURE

A. Advisory Opinions

Written advisory opinions regarding the application of this policy to specific situations may be obtained from Human Resources (if the situation involves an employee) and/or the City Clerk (if the situation involves a municipal officer or volunteer).

B. Complaints

The City will investigate complaints against city employees regarding the alleged violation of this Code according to procedures outlined in department policies, collective bargaining agreements, and Issaquah Personnel Policies.

1. Complaints against public officials and volunteers may be filed with the City Clerk for review by City administration and Council. For complaints against appointed officials and volunteers, final decision-making authority rests with the Mayor. For complaints against elected officials, final decision-making authority rests with the Council President or, in case of conflicting interests, the Deputy Council President. Depending on the circumstances of the alleged violation, an external investigation may be conducted with recommendations for disciplinary action.

C. Penalties

1. Appropriate disciplinary procedures for violating this Code will be implemented according to department policies, collective bargaining agreements, Issaquah Personnel Policies, and State law.
2. Disciplinary procedures for municipal officers may include temporary suspension with loss of pay, liability for a \$500 civil penalty, and/or forfeiture of office.

I ACKNOWLEDGE THAT I HAVE READ, UNDERSTOOD, AND AGREE TO TERMS OF THE CITY OF ISSAQUAH'S CODE OF ETHICS.

Signature

Date