



## EXECUTIVE COMMITTEE AGREEMENT

I, ..... (Name)

Agree to the following:

### **Vision, Mission and Objectives**

I confirm that I am committed to the Vision, Mission and Objectives of *Wear it Purple Incorporated* (Appendix 1).

### **Executive Committee responsibilities**

I acknowledge that the Executive Committee is the leadership body of Wear it Purple and is accountable and responsible to both the young people for whom we work (the *Youth Advisory Council*) and the Board. As a member of this Committee, I commit to putting the interests, concerns and passions of the YAC at the forefront of all that we enact.

### **My role on the Executive Committee**

By taking a role on the Executive Committee, I commit to:

1. Empowering young people to the best of my ability, particularly where managing a team or project;
2. Carrying myself with respect towards others at all times;
3. Fostering a positive team atmosphere to the best of my ability, by being a productive and positive team member.

I acknowledge that when I am:

1. Managing an Executive-approved project, I am accountable to the Operations Officer\* and the Board (where necessary).
2. Part of a team, I am accountable to both the Project Manager and the Executive Officer (where necessary).

*\*In the absence of an Operations Officer, to the team member assigned this responsibility.*

### **My responsibility toward Wear it Purple Inc.**

I acknowledge that my position and responsibilities on the Executive Committee are similar to that of the Board, and therefore while I carry a role on the Executive Committee:

1. I commit to putting the interests of Wear it Purple as an organisation above my own interests, where in conflict or for personal gain;



- 2. I commit to using my abilities to further the interests of Wear it Purple as an organization wherever possible, both during and outside of official Wear it Purple events or projects;
- 3. I commit to not using my position on the Executive Committee to improperly gain an advantage for myself or someone else, or to cause detriment to Wear it Purple;
- 4. I commit to disclosing any possible conflicts of interest – if my duty to act in the best interests of Wear it Purple is in conflict with (or may conflict with) my personal interests, or other responsibilities, I will let the Operations Officer\* know as soon as they arise (or as soon as possible).

I understand that I will often represent Wear it Purple as an organization, therefore:

- 1. I will aim to conduct myself in a manner fit for a representative of Wear it Purple, ensuring that I treat others (particularly young people) with respect and dignity.

*\*In the absence of an Operations Officer, let the President of the Board know.*

**Intellectual property**

I understand that I will be putting my time and effort into Wear it Purple in a voluntary capacity and will often create works on the Executive for Wear it Purple’s purposes and through Wear it Purple projects. I give Wear it Purple the ownership of copyright in these works and assign my right to these. (See Appendix 2 – *Confidential Information and Intellectual Property Statement*).

\* \* \*

In signing this Agreement and/or giving my online agreement (if over 18), I recognize that I am accountable to the Board, the Operations Officer and the other members of the Executive Committee.

Signed: ..... Date: .....

*If you are under 18, please have a parent/guardian sign below to confirm that they approve of you signing this Agreement.*

Name: ..... Date: .....

Signed: ..... Relation: .....

Please note: Wear It Purple recognises that some young people are not in a position to ask their parent or guardian to also sign while being under 18. In this situation, WIP will take the young person’s signature in good faith.



## APPENDIX 1

### **Mission**

To foster supportive, safe and accepting environments for rainbow young people.

*\* Rainbow: people of diverse sexualities, sex and gender*

### **Vision**

For rainbow young people not to be disadvantaged by their environments, and for their wellbeing to be equal with their peers.

### **Purpose**

For every young person to be proud of who they are.

### **Objectives**

Wear it Purple seeks to:

- Educate a broad demographic about sexuality, sex and gender;
- Celebrate and promote diversity in all community settings;
- Advocate for rainbow young people and raise awareness of the challenges they face;
- Advocate for rainbow young people and raise awareness of the social and environmental challenges incurred on them;
- Empower young people of diverse sexualities, sex and gender to implement initiatives in their immediate environments;
- Challenge harmful social cultures and build inclusive cultures that support young people of diverse sexualities, sex and gender;
- Support young people of diverse sexualities, sex and gender through the visibility of positive role models.



## APPENDIX 2

### **Confidential Information and Intellectual Property Statement For All Wear It Purple Volunteers**

In the course of volunteering or working with Wear It Purple (“WIP”) you may have access to information that is either confidential or belongs to WIP, and intellectual property which is of value to WIP. You may also create (alone or with others) information or intellectual property that is either confidential, or which WIP would seek ownership over as it contributes to and is of value to WIP’s work and future as an organisation. This makes your position one of trust and confidence.

WIP has a need to protect the disclosure of this information and the ownership of intellectual property, to fulfil its mission for young people, maintain sponsors and to develop and maintain new or unique relationships, products and processes for the future of WIP.

Therefore, WIP requires all volunteers to agree to the following.

#### **Definitions:**

“Confidential Information” includes but is not limited to:

- i) All information not generally known outside of WIP about WIP and its activities, finances, personnel, sponsors or operations, regardless of the form of this information (written, oral, digital etc.) and regardless of whether the information originates from WIP or someone acting on WIP’s behalf.
- ii) Confidential Information includes processes, know-how, techniques, project results and research that may arise in the context of work with WIP.

“Intellectual Property” includes but is not limited to:

- i) All inventions, processes, ideas, research and development activities, designs (including improvements and enhancements), trade secrets and know-how;
- ii) All copyrightable material that is conceived, developed or made, alone or with others;
- iii) Trademarks and service marks;

created in the course of volunteer service with Wear it Purple (i.e. working in a WIP role or on a WIP project); and created within one year after finishing volunteer service and relating directly to work done during



volunteer service. Intellectual property can be in any form, including written, oral, electronic, digital or other form.

**Agreements:**

1. Confidentiality: Except as required in the performance of my duties as a volunteer, or unless specifically authorised by Wear it Purple, I will not use or tell others, either for my or for others' benefit, either during or after volunteer service, any confidential information.
  
2. Disclosure and Ownership of Intellectual Property:
  - i) I will quickly and fully tell WIP about any Intellectual Property;
  - ii) I agree that all Intellectual Property will be owned by WIP and I give WIP the entire right and interest in all Intellectual Property;
  - iii) I will assist Wear It Purple in establishing the right to this Intellectual Property, either during or after my volunteer service, should this be necessary.
  
3. Ownership and Return of Material:

Whether confidential or not, all materials, including but not limited to business information, files, research, records, memoranda, books, lists, documents, drawings, designs and any other embodiment of Confidential Information or Intellectual Property received by me or created by me (alone or with others) during Volunteer Service, are the property of WIP.

I will return to WIP all of these materials, including any copies, in my possession or under my control on termination of Volunteer Service or on the request of WIP. I will return these within seven (7) days of notice of termination or on request of WIP, whichever is first.
  
4. Survival of Obligations and Enforcement: The obligations that I have under this agreement will survive the termination of volunteer service, regardless of why this service ended.

By signing the Executive Agreement, I agree to these restrictions as being necessary to protect the legitimate interests of Wear it Purple Incorporated.