WELCOME LETTER

On behalf of everyone here at FIRST®, I want to thank you for generously giving your time as a volunteer. We are proud to be supported by a strong network of volunteers, sponsors, educational institutions, professional organizations, teachers, individual donors, parents/guardians and many others. Without the support of people like you, FIRST could not make the impact that it does. No matter how much time you’re able to offer, there is a volunteer role suited to your unique talents and interest, and you will make important contributions towards furthering our mission.

When you provide your time and talents as a FIRST volunteer, your contributions have amazing ripple effects. As a volunteer you give more students access to STEM programs and hands-on education experiences. Your efforts help prepare students to solve problems, build a wide variety of critical skills, and adopt a life-long love of learning.

“Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it’s the only thing that ever has.” – Margaret Mead

We hope that your experience as a FIRST volunteer allows you to be energized about giving back to your community, feel fulfilled by the impact you’re making in students’ lives, and – most of all -- have FUN! Thank you for helping us build a better future for kids everywhere. We couldn’t do it with your support.

Chris Moore, CEO, FIRST
WELCOME TO THE FIRST® VOLUNTEER COMMUNITY

HELPING TO CHANGE LIVES, CHANGE OUR CULTURE, AND CHANGE THE FUTURE.

Welcome to the FIRST® volunteer community! As a FIRST volunteer, you are part of a global community supporting FIRST youth in developing their skills and building tomorrow. Together, we’re inspiring the next generation of innovators and technology leaders and impacting over 660,000 youth around the world each year. Whatever your expertise, FIRST has a volunteer opportunity for you. Whether you have a few weekend hours, the desire to mentor a team for a season, or want to work behind the scenes to help FIRST grow, opportunities abound for people who want to give back – helping to change lives, change our culture, and change the future.

In this handbook, you will find the materials you need to start and enjoy your journey as a FIRST volunteer. This includes information about our organization, the resources you need to join our community and select the right role for you, your rights and responsibilities as a volunteer, instructions on where to access training, resources, and support for your role, and important policies.
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1. ABOUT FIRST

FIRST is the world’s leading youth-serving nonprofit advancing STEM education, preparing a new generation of young people for the future through engaging, hands-on robotics programs. Thrilling robotics competitions from FIRST leave students with a sense of accomplishment and the understanding that they can do anything with their collective skills, leadership, and confidence, and that their experience will positively impact their future and take them further than any other sport can. Whether it is finding their people or finding their path, students gain the skills and confidence to forge ahead and build their future with FIRST.

FIRST is a nonprofit, volunteer-driven and operated organization, and as such promotes a culture of gratitude. Without this support, FIRST could not make the impact it does.

FIRST is more than robots. The robots are a vehicle for students to learn important life skills. Kids often come in not knowing what to expect - of the program nor of themselves. They leave, even after the FIRST season, with a vision, with confidence, and with a sense that they can create their own future.”
- DEAN KAMEN

1.1 MISSION OF FIRST

The mission of FIRST is to inspire young people to be science and technology leaders and innovators, by engaging them in exciting mentor-based programs that build science, engineering, and technology skills, that inspire innovation, and that foster well-rounded life capabilities including self-confidence, communication, and leadership.
1.2 FIRST CORE VALUES

We express the FIRST philosophies of Gracious Professionalism® and Coopertition® through our Core Values:

1.3 GRACIOUS PROFESSIONALISM® AND DR. WOODIE FLOWERS

Gracious Professionalism is part of the ethos of FIRST. Created by one of the Distinguished Advisors of FIRST, Woodie Flowers, it is a way of doing things that encourages high-quality work, emphasizes the value of others, and respects individuals and the community. Gracious Professionalism, fierce competition, and mutual gain are not separate notions. Gracious professionals learn and compete like crazy but treat one another with respect and kindness in the process. Knowledge, competition, and empathy are comfortably blended. In the long run, Gracious Professionalism is part of pursuing a meaningful life. One can add to society and enjoy the satisfaction of knowing one has acted with integrity and sensitivity.

At FIRST, volunteers use Gracious Professionalism in all interactions. One way to model Gracious Professionalism as a volunteer is to always treat everyone with respect, even if you disagree. If you have a conflict, set aside some time and space to hear each other out and come to a resolution privately.

Coopertition produces innovation. At FIRST, Coopertition is displaying unqualified kindness and respect in the face of fierce competition. Coopertition is the philosophy that teams can and should help and cooperate with each other, even as they compete.

Coopertition involves learning from teammates. It is learning from mentors. And it is managing and being managed. Coopertition means competing always but assisting and enabling others when you can.
1.4 FIRST CODE OF CONDUCT

The FIRST mission is to inspire a generation of science and technology leaders who are both gracious and professional. This FIRST Code of Conduct lists some of the basic behavior mentors, coaches, volunteers, team members, affiliate partners, contractors, staff, and other participants should adhere to while participating in FIRST activities.

• Exhibit Gracious Professionalism.
• Ensure the safety of all participants in FIRST activities.
• Not engage in any form of bullying, harassment, use of profane or insulting language, or any actual or threatened violence.
• Adhere to all FIRST Youth Protection Program policies.
• Report any unsafe behavior to event or local FIRST leadership.

Persons who do not comply with this Code of Conduct may be banned from participating in FIRST activities.

1.5 NOTABLE MOMENTS IN FIRST HISTORY

Founded by renowned inventor Dean Kamen in 1989, FIRST has reached more than 2.5 million youth participants in more than 100 countries over the past three decades.

• 1951 Dean Kamen is born.
• 1956 Dean creates his first invention - a bed-making machine.
• 1989 FIRST is incorporated.
• 1992 28 FIRST® Robotics Competition teams meet in a high-school gym for the inaugural FIRST event.
• 1995 – 2002 EPCOT hosts FIRST Championship
• 1996 Inaugural FIRST scholarship made available by Worcester Polytechnic Institute.
• 1998 FIRST and LEGO® join forces to launch junior robotics program with 200 teams in the pilot.
• 2004 FIRST® LEGO® League Jr.launches for children ages 6 to 10.
• 2004 – 2010 Georgia Dome hosts FIRST Championship
• 2005 FIRST® Tech Challenge is introduced as pilot to provide a more accessible FIRST experience.
• 2007 U.S. President George W. Bush honors FIRST teams at the White House.
• 2011 FIRST Championship moves to St. Louis. Inaugural FIRST® LEGO® League Global Innovation Award Ceremony, presented by XPRIZE, held at the U.S. Patent and Trademark Office
• 2012 Global Music Artist, Entrepreneur, and Philanthropist will.i.am honors FIRST as part of the Super Bowl halftime show. The technology he wore on field was created by a FIRST Alum.
• 2013 FIRST Robotics Competition teams kick off the annual Macy’s Thanksgiving Day Parade®.
• 2017 A dual FIRST Championship structure is scheduled.
1.6 FIRST PROGRAMS

FIRST offers a suite of robotics programs for PreK - 12 (ages 4 - 18). Each program can be facilitated in school or after-school, and students can join at any level.

1.6.1 FIRST® LEGO® LEAGUE

FIRST® LEGO® League: Grades PreK – 8 (ages 4 – 16; age varies by country) introduces STEM to children through fun, exciting hands-on learning. Participants gain real-world problem-solving experiences through a guided, global robotics program, helping today’s students and teachers build a better future together. FIRST LEGO League’s three divisions inspire youth to experiment and grow their critical thinking, coding, and design skills through hands-on STEM learning and robotics centered around a yearly theme.

- FIRST® LEGO® League Discover (ages 4 – 6)
- FIRST® LEGO® League Explore (ages 6 – 10)
- FIRST® LEGO® League Challenge (ages 9 – 16)

1.6.2 FIRST® TECH CHALLENGE

FIRST® Tech Challenge teams (grades 7 – 12; ages 12 – 18) work together to design, build, and program a robot to play a themed competition challenge by brainstorming innovative ideas, exploring advanced engineering concepts, and developing career-ready practices.

1.6.3 FIRST® ROBOTICS COMPETITION

FIRST® Robotics Competition (grades 9 – 12; ages 14 – 18) combines the excitement of sport with the rigors of science and technology. Teams of students are challenged to design, build, and program industrial-size robots and compete for awards, while they also create a team identity, raise funds, hone teamwork skills, and advance respect and appreciation for STEM within the local community.
2. VOLUNTEERING WITH FIRST

Volunteers make up 99% of the FIRST workforce. You'll be inspired when you join our community and feel the energy and excitement that our programs bring to students and adults alike. When you say, "Yes, I want to help!", you're also helping our non-profit organization fuel its mission of changing the world – one student at a time.

2.1 VOLUNTEER IMPACT

Your impact as a FIRST volunteer is significant. FIRST teams, competitions, and events are organized and operated by volunteers, including employees of corporate sponsors, teachers, parents, community leaders, FIRST alumni, and friends. Adult volunteers share their skills and knowledge with students while helping expose students to real-world careers and connect them to their work in FIRST. In return, volunteers nurture and grow their own skill sets and engage more meaningfully in their careers and in their communities.

Evidence from the ongoing FIRST Longitudinal Study, conducted via a multi-year partnership with Brandeis University, demonstrates that FIRST is meeting our mission and goals to increase the number of young people interested in STEM – and FIRST alumni’s interest extends beyond their participation in the program to their educational and career choices. In addition to gains in STEM outcomes, FIRST participants develop skills in teamwork, problem solving, and communication, preparing them for success in school and the workforce, no matter what path they take.

<table>
<thead>
<tr>
<th>FIRST Alumni</th>
<th>By their fourth year of college, FIRST alumni are more likely to be majoring in STEM fields than comparison group peers.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Declare a Major in STEM (Science, Technology, Engineering, and Math)</td>
<td>FIRST Alumni: 81%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Women in FIRST</th>
<th>Young women in FIRST have significant gains in all STEM areas including STEM interest, career interest, activity, knowledge, and identity compared to young women in the comparison group.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Declare a Major in Engineering or Computer Science</td>
<td>Female FIRST Alumni: 51%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Benefits of FIRST</th>
<th>FIRST students are two times more likely to show an increase in STEM-related attitudes and interests than comparison group students. Positive impacts are evident for all FIRST students regardless of race, gender, income, or community type.</th>
</tr>
</thead>
<tbody>
<tr>
<td>FIRST students are significantly more likely to show gains in STEM outcomes than comparison students</td>
<td>STEM Interest: 2x</td>
</tr>
</tbody>
</table>

*Comparison group includes students who did not participate in FIRST programs but were enrolled in science and technology classes at the same grade schools. All students received a baseline survey and follow-up surveys each year. SOURCE: FIRST Longitudinal Study: Findings at 72 Month Follow-Up, The Center for Youth and Communities, Brandeis University, May 2020; All differences statistically significant, p ≤ .05.
2.2 HOW YOU CAN HELP

Event Volunteers: FIRST hosts more than 3,600 events around the globe a year including our world championship event(s). These events are made possible through the support of event volunteers. There are various event volunteer roles ranging from fun squads and safety glass monitoring, to judging, emcees and referees. Event volunteer roles range in time commitment and can accommodate those even with the busiest of schedules.

Mentors & Coaches: As a mentor or coach of a FIRST team, you empower students to be future gamechangers. You are working side by side with FIRST participants to build their leadership and problem-solving skills and, more importantly, their sense of belonging and self-confidence. Your contribution to the success of FIRST programs is immeasurable. Build up the next generation of innovators as a FIRST mentor or coach.

2.3 EVENT VOLUNTEER ROLES

There are 250,000 people like you around the world working to support the next generation. Whether you have a few hours, a day, or a weekend to help, or whether you have technical or non-technical ability, there is an event volunteer role suited to your schedule and unique interest.

The following links give a general description of most event volunteer positions by program:

- FIRST LEGO League Explore
- FIRST LEGO League Challenge
- FIRST Tech Challenge
- FIRST Robotics Competition

Please note that some roles do require previous experience or training and are addressed later in this handbook.
2.4 COACHES AND MENTORS

As a coach or a mentor, you have the opportunity to teach others what you know, be inspired by the students, give back to your community, and build your own skills and resume. Each program offers unique opportunities to be involved as a coach or mentor.

2.4.1 FIRST LEGO LEAGUE

Coaches - Coaches facilitate team meetings and make sure the children have fun while they learn. A coach provides support to their team and guides them in completing the season’s Challenge. The coach asks questions, encourages the team to explore options, promotes teamwork and participation by including all members, exemplifies Gracious Professionalism, reinforces FIRST Core Values, and commits to having fun. Students can only be on one team, but a coach may coach multiple teams. Each team must have two adult coaches.

Mentors – A mentor has a certain ability a team may need. The mentor may contribute their ability through instruction, guidance to the team, or serve as a resource on a one-time or multiple-time basis. Mentors may be experts on the yearly challenge theme.

How to Start a FIRST LEGO League Team

Watch FIRST LEGO League Coach Quick Tips

2.4.2 FIRST TECH CHALLENGE

Coach or Mentor – FIRST Tech Challenge does not differentiate between coaches and mentors. A coach/mentor works with their students by helping them to develop skills and to design and build a successful robot. They guide teams through any issues they encounter, making them stronger in both their academic and personal lives. They inspire students in ways far beyond learning about science and technology and enable both students and adults to appreciate the value of sportsmanship, teamwork, and Gracious Professionalism in a way that might not be possible otherwise.

Each team needs two or more adult coaches/mentors who are willing and motivated to coach the team through the build and competition season. Other adults can volunteer to help with administration, fundraising, community outreach, and other tasks.

How to Start a FIRST Tech Challenge Team
2.4.3 FIRST ROBOTICS COMPETITION

Mentors – FIRST Robotics Competition teams have two or more adult mentors willing and motivated to “coach” the team through the build and competition season. Mentors are individuals from all backgrounds and disciplines who work with students to share their knowledge with them and guide them through the season. Each team needs at least one adult mentor with technical ability. Also highly recommended are two or more other adults to help with administration, fundraising, community outreach, and other tasks.

Many mentors contribute on a weekly basis during competition season or support the team with subject-matter ability on an as-needed basis. Teams may have additional or more specialized mentor roles, or a combination of mentor roles as needed. In addition, mentors help to foster the idea of Gracious Professionalism and have the students do as much of the work as possible.

Guide to Running a FIRST Robotics Competition Team

2.5 HOW TO SIGN UP TO BECOME A FIRST EVENT VOLUNTEER

To be assigned as a FIRST volunteer you will need to sign up in the Dashboard and complete a free background screening (if you are over 18 years old). If you volunteer for an event, you can select what roles you are interested in and will be assigned a volunteer role based on your preferences. Once you are assigned, you will receive communications about your role from the event organizer. If your role requires training, you will receive that training either before or on the morning of the event.

All volunteers utilize our Volunteer Registration System and Dashboard to register at events, see volunteer assignments, utilize the FIRST Mentor Network, and to receive communications from FIRST staff. A user guide for Volunteer Registration is available for reference.

2.5.1 CONTACT YOUR LOCAL FIRST PARTNER

Once you apply online, you may also want to contact the local FIRST partners in your area after you apply to be proactive, introduce yourself, and let them know of your interest. You can search for them here on our website.
2.5.2 FIRST MENTOR NETWORK

More than ever, our FIRST teams need mentors to help ignite curiosity, empower, and guide the collective skills needed to make a positive impact on each other, and the world. Mentors can be parents, teachers, professional engineers, veterans, and can be a person of any age who brings technical or non-technical ability to the team.

Bring your passion and ability to a FIRST team by registering with the FIRST Mentor Network, sponsored by NI. The FIRST Mentor Network is an interactive platform allowing teams and interested mentors to easily find each other for mentorship. The community platform provides new and returning teams access to passionate, engaged mentors, while giving mentors the opportunity to use their unique skill sets and have meaningful involvement with one or multiple teams. You can specify if you are looking to mentor virtually, in person, or both.

Teams can also register with the FIRST Mentor Network. Mentors and Coaches can build a team profile highlighting your successes, goals, and desired mentor skill sets and experience. Soon you will be able to quickly find and communicate with FIRST verified mentors to provide you and your team with ability and collaboration. Teams can specify if they are looking for mentors that are available virtually, in person, or both.

2.5.3 STEPS TO ACCESS THE FIRST MENTOR NETWORK FOR MENTORS AND TEAMS

- Login & Profile Instructions
- All mentors must be at least 18 years of age and complete the required Youth Protection screening.
- Please note:
  - This platform is not for students to find teams in their area or for mentor-to-mentor communication.
  - Only a team’s Lead Coach/Mentor 1 or 2 may create a profile on behalf of a registered team.
  - This platform is not for students/teams to communicate with other teams and students.

2.5.4 LOGGING YOUR VOLUNTEER HOURS

You may want to log your volunteer hours after the event if you are volunteering for school credit, for your employer, or for other reasons. Refer to the Volunteer Registration User Guide on how to record your contribution.
3. BENEFITS OF VOLUNTEERING AND RECOGNITION FOR FIRST VOLUNTEERS

3.1 BENEFITS OF VOLUNTEERING

FIRST is a community of people who are passionate and dedicated to contributing to something big. Volunteers at FIRST are not just passionate about robotics and STEM education but also about equipping students with life skills such as Coopertition and Gracious Professionalism. For many of our volunteers, the value of their experience is more than the feeling of giving back to their community; volunteering leaves a deep, personal impact on their life. As a volunteer at FIRST you will make new, long-lasting friendships, relationships, and connections. You will feel rewarded from sharing your knowledge with students and seeing them use that knowledge to enhance their own skills. You might just find yourself having fun and learning something new yourself!

“Volunteering with FIRST for the past ten years has been the best choice I’ve made in my career as a teacher. I love how FIRST fosters community relationships and builds connections between organizations, schools, clubs, and businesses.”
- Liz Colton, volunteer for over 10 years

“The most rewarding part of volunteering with FIRST is the feeling of giving back to a community that gave me so much.”
- Jon Kentfield, volunteer and alumnus in Indiana

Most volunteers are here because they love robotics and love everything FIRST does. You can really see that everyone embodies the values of FIRST, and everyone wants to see all the teams succeed.”
- Ricardo Delfin, volunteer at events in Mexico and Texas

“Volunteering at events around the country, I have made a number of great friends. My fellow volunteers have become like a family to me. We travel together and have a great time when we are gathered together!”
- MK Baldwin, volunteer at events across the US for over 12 years
3.2 GROWING IN YOUR VOLUNTEER ROLE

As a FIRST volunteer, you have opportunities to grow with and within the organization over time into new roles with expanded responsibilities. This may look like working towards a key volunteer role or one day participating in our FIRST Senior Mentor program. These routes are both described below.

3.2.1 KEY VOLUNTEER ROLES

Key volunteer roles require additional commitment, experience, training/certification, and may have an additional age requirement. Some of the roles that you can work to achieve are listed below:

- Game Announcer/Master of Ceremony
- Field Supervisor
- Judge Advisor
- Pit Administration
- Referee
- Robot Inspector
- Score Keeper
- Technical Advisor
- Tournament Director
- Volunteer Coordinators

You can learn more about these roles from your volunteer coordinator after volunteering with FIRST and on the links below by program. They may be referred to as key volunteers, lead volunteers, roles requiring pre-requisites, or roles asking for previous experience.

- FIRST LEGO League Discover
- FIRST LEGO League Explore
- FIRST LEGO League Challenge
- FIRST Tech Challenge
- FIRST Robotics Competition
3.2.2 FIRST SENIOR MENTOR PROGRAM

Another way to grow with FIRST is our FIRST Senior Mentor program. FIRST Senior Mentors are a group of highly skilled and talented technical and non-technical individuals, who focus on recruiting, supporting and expanding FIRST programs. Through outreach events, expositions, and demonstrations, FIRST Senior Mentors are able to attract new volunteers, mentors and coaches to sustain and support both rookie and veteran teams.

FIRST Senior Mentors are recruited through a cross-program nomination process that occurs locally and upon collaborative recommendation from FIRST representatives because of their previous relationships with FIRST Programs and their general understanding of the culture of FIRST. Most, if not all FIRST Senior Mentors have had existing relationships with FIRST as team mentors, coaches, or event volunteers.

3.3 VOLUNTEEER RECOGNITION

At FIRST, Volunteers inspire and empower more than 660,000 students from 110 countries to become innovators, problem solvers, and better global citizens. While nothing we can offer will equate with what you give to our students, please take advantage of some of our recognition items.

- Be sure to grab each season's digital swag! With wallpapers, social media covers, and electronic badges, you will be virtually outfitted as a FIRST volunteer. These are refreshed annually and available each season on our website.
- Pick up a FIRST Volunteer Year of Service pin or a FIRST Coach Mentor pin for you or a friend!
- Snag digital versions of the FIRST Volunteer Year of Service pins and FIRST Coach Mentor pins. Add them to your online profiles or email signature!
- At participating events, pick up a volunteer passport and get your passport stamped as a cherished record of your time spent volunteering with FIRST!
- Coaches and mentors can download a FIRST Coach Mentor Certificate of Appreciation from their FIRST Dashboard by following these instructions.
4. SUPPORT FOR FIRST VOLUNTEERS

There is a large network of passionate, friendly, and talented people available to guide all FIRST volunteers through their volunteer journey. As a FIRST volunteer, you will have access to resources from staff at FIRST Headquarters and resources, communication, and support on the local level from program delivery partners and volunteer coordinators. There is also specialized Youth Protection Program Staff at FIRST Headquarters available for assistance.

4.1 VOLUNTEER RESOURCES DEPARTMENT

The FIRST Volunteer Resources Department, located at FIRST Headquarters, focuses on recruitment, training, communication, and recognition of volunteers to create a positive volunteer experience. Resources, like this handbook, are created by the Volunteer Resources Department to share directly with volunteers and with our program delivery partners. We encourage you to share feedback with us on our resources and how we can improve them.

Volunteer Resources Department | (800) 871-8326 | volunteer@firstinspires.org

4.1.1 COMMUNICATION

It’s important to us that volunteers have the resources they need to serve and feel supported. On a quarterly basis, FIRST HQ sends out a newsletter with updates and news for all volunteers. Register here to get on the volunteer newsletter list. We are always looking to share stories, receive feedback, and get ideas and inspiration from our volunteers. Feel free to interact with us on social media by using the hashtag #FIRSTvolunteer. Tweet it, Instagram it, post it on Facebook, or send us an email!

4.1.2 GENERAL VOLUNTEER RESOURCES

The Volunteer Resources Department provides cross-program resources for mentors, coaches, and event volunteers. Whether you are new to volunteering or returning, these are important resources that you can readily access online. They cover many aspects of volunteering with FIRST including registering to become a volunteer, a deeper dive into using the different features of the Volunteer Registration system, how to complete your Youth Protection screening process, mentoring and coaching resources, information about the mission, vision, and Core Values of FIRST, and all the things you wanted to know about being a FIRST volunteer.

Event volunteers will receive program specific resources and trainings dependent on your role and program from you volunteer coordinator after being assigned to an event.
4.1.3 VOLUNTEER CHECKLISTS

As a FIRST volunteer, there is a lot to know about how to get started volunteering with FIRST and how to prepare yourself to be an effective FIRST volunteer. “You don’t know what you don’t know.” Research has proven that checklists can help improve processes and eliminate mistakes. Please use these checklists to help guide you through your journey as a FIRST volunteer.

- Event Volunteer Checklist
- Mentor/Coach Checklist

4.2 PROGRAM DELIVERY PARTNERS

FIRST programs are operated locally within an ecosystem that supports the FIRST mission and includes sponsors, partners, alumni, mentors, volunteers, business and civic leaders, educators, parents, and students. Leading these local FIRST ecosystems are program delivery organizations that partner with FIRST to operate FIRST programs in each community.

Program delivery partners, appointed by the program delivery organizations, provide overall leadership for FIRST programs and work collaboratively to create and maintain volunteer-driven and self-sustaining programs and grow FIRST programs in a community. FIRST program delivery partners are your local program contacts, and they manage the events in your area. You can search for your local program delivery partners on our website.

4.3 VOLUNTEER COORDINATORS

Most volunteer coordinators are key volunteers. Some are paid staff of a local partner organization. Volunteer coordinators work with program delivery partners and are responsible for recruiting, assigning, and managing volunteers at their assigned FIRST event. Your local volunteer coordinator will be your main point of contact when volunteering at events. As a leadership volunteer position, there is a significant level of responsibility for volunteer coordinators. You can contact the volunteer coordinator in your area through the FIRST Dashboard after applying for an event.
4.4 YOUTH PROTECTION PROGRAM

The purpose of the FIRST Youth Protection Program is to provide coaches, mentors, event volunteers, employees, program delivery partners, teachers, team members, parents or guardians of team members, and others working with FIRST programs with information, guidelines, and procedures to create safe environments for FIRST participants. The FIRST Youth Protection Program sets minimum standards for FIRST events and team-based activities.

Our Commitment to Protecting Youth:

- **FIRST** will strive to create an environment in which team members can grow, learn, and have fun with minimal risk of injury.
- **FIRST** will inform everyone involved in its programs of its Youth Protection Program and related resources and to assist in meeting its standards.
- **FIRST** will maintain a Youth Protection Department at its Manchester, New Hampshire headquarters for the purpose of fulfilling its commitment to protection youth.

Please contact us with any questions about Youth Protection guidelines, resources, screening or to report an issue. Youth participants are also encouraged to reach out to the Youth Protection Department for support and help if they have any concerns about their own safety and/or treatment or that of other participants FIRST programs.

Youth Protection Program
Phone: (603) 206-2050 | safetyfirst@firstinspires.org
Reporting Portal
5. **FIRST VOLUNTEER RIGHTS, RESPONSIBILITIES, AND REQUIREMENTS**

Volunteers are the most valuable asset of FIRST. Your selfless contribution of time and resources is instrumental in carrying out our mission of inspiring the next generation of science, technology, engineering, and mathematics leaders and innovators. The foundation of the relationship between FIRST and our volunteers is respect.

### 5.1 IT IS YOUR RIGHT TO:

- Be treated with *Gracious Professionalism*. *Gracious Professionalism* is a way of doing things that encourages high-quality work, emphasizes the value of others, and respects individuals and the community.
- Feel valued and recognized for your volunteerism. FIRST recognizes the significant efforts that volunteers contribute. The time that you donate not only helps FIRST succeed but also builds the FIRST community.
- Understand your role. FIRST will inform you about what is expected of you, your schedule, any meals you will be provided, any changes to program or policy, and who to contact should you need help.
- Expect a safe environment. FIRST strives to create and maintain a safe environment for all volunteers and participants and will always factor safety into program planning.
- Receive fair treatment and inclusion. All volunteers will be treated with respect and dignity in an inclusive environment. FIRST does not discriminate based on race, color, national origin, sex, disability, age, status as a veteran who served in the military, religion, sexuality, gender, gender identity, or gender expression in its programs and activities.
- Request and receive reasonable accommodations to successfully complete your volunteer role.
- Reevaluate your time commitment. FIRST appreciates our volunteers and understands that volunteers experience life situations that may affect their commitment.
- Communicate with your volunteer coordinator or your local FIRST leadership about:
  - Concerns or limitations that are affecting your volunteer role.
  - Any mistreatment towards you or others. You may be required to fill out a [non-medical incident reporting form](#).
  - Contact FIRST Headquarters directly if you feel that you are being treated improperly and attempts to resolve issues and conflicts at the local level are not successful. Volunteers can call (800) 871-8326 or email: [volunteer@firstinspires.org](mailto:volunteer@firstinspires.org).
5.2 IT IS YOUR RESPONSIBILITY TO:

- Treat others with Gracious Professionalism.
- Follow the schedule and the role description provided for your position.
- Contact your local FIRST leadership if there are any issues.
- Respect others. Treat them with fairness and kindness.
- Be inclusive and follow the non-discrimination policy of FIRST.
- Follow safety rules and ensure safety of others.
- Adhere to all FIRST Youth Protection Program (YPP) policies.
- Adhere to the FIRST Code of Conduct.
- Complete the required training/certifications for your role.
- Complete the Youth Protection Screening.
- Have FUN!

5.3 WHAT EVENT VOLUNTEERS CAN EXPECT FROM FIRST:

FIRST is a volunteer-driven organization and our success depends on you. FIRST has many different event volunteer opportunities to offer. Each opportunity offers a variety of exciting experiences. Here are the expectations you can have as a FIRST event volunteer.

**Communication** – Communications will occur through volunteer coordinators, who will be available to answer all your questions prior to and during the event. Once registered as a volunteer, communications may also be sent from your local program delivery partner and FIRST Headquarters.

**Training** – You will receive training specific to your assigned volunteer role and will be notified as to what those are. There are other general training courses available for volunteers on our website.

**Volunteer Lounge with Food** – Generally, at a full-day or multi-day FIRST event, a volunteer lounge with food and refreshments away from the crowd will be supplied to show our appreciation for your time and to help re-energize you.

**Volunteer T-Shirt and Name Badge** – Depending on the program and event, you may be given a t-shirt and name badge. These appoint you as a FIRST volunteer for the event. These items will grant you access to the areas you will need to access to complete your volunteer role and are also your ticket to the volunteer lounge for food and refreshments throughout the day if a volunteer lounge is provided.

**General Volunteer Resources** – Looking for instructions, descriptions, policies, and forms to ease you into your volunteer experience and guide you throughout? Our general volunteer resources webpage has several documents to help support FIRST volunteers in their volunteer journey.
5.4 WHAT MENTORS/COACHES CAN EXPECT FROM FIRST:

FIRST creates powerful mentorship relationships between young people and adult mentors and coaches. Here are the expectation you can have as a mentor or coach.

Communication – Communications will occur through your Program Delivery Partners and through FIRST HQ team blasts to keep you up-to-date on all things happening for teams.

Training – FIRST provides mentor and coach training for coaches in all programs as well as game manuals filled with each season’s specific game rules and information.

Access to Additional Mentors and Coaches – Use the FIRST Mentor Network as a resource to find additional verified FIRST mentors to provide you and your team with expertise and collaboration.

General Volunteer Resources – Looking for instructions, descriptions, policies, and forms to ease you into your volunteer experience and guide you throughout? Our general volunteer resources webpage has several documents to help support FIRST volunteers in their volunteer journey.

5.5 MINIMUM AGE REQUIREMENT

13 years old – the minimum age requirement for a FIRST volunteer. The event volunteer coordinator can accept volunteers who are under 13 years old if there is direct adult supervision of that volunteer by an adult who has responsibility for the child. Please note: the Program Delivery Partner reserves the right to increase the volunteer age limit for their region at their discretion.

16 years old – the minimum age requirement for a FIRST volunteer at FIRST Championship. The volunteer coordinator can make exceptions before the beginning of the championship event. Individuals under the age of 16 will not be accepted as walk-on volunteers at FIRST Championship.

18 years old – A minor must have a parent or guardian give written permission to volunteer. In addition, the FIRST Consent and Release Forms will need to be signed by a parent or guardian in the Volunteer Registration system for any volunteer under age 18.
5.6 YOUTH PROTECTION SCREENING REQUIREMENT

The FIRST Youth Protection Program requires all event volunteers that are 18 years or older to be screened for FIRST events. All FIRST teams cross-program are required to have two screened lead coaches/mentors for the entire season. These should be the two individuals who direct a team’s day-to-day activities. It is recommended that one be at least 25 years old. FIRST encourages veteran team members to serve as Youth Mentors to teams with younger participants. To minimize safety risks, teams with Youth Mentors are still required to have two adult lead coaches/mentors that are 18 or older. Background screening is integrated into the volunteer and team registration systems.

Here is more information about the Youth Protection screening/clearance process and what to expect:

• U.S. Screening Process Step by Step
• Canadian Screening Process Video
• Frequently Asked Questions

Please visit the FIRST Youth Protection Program webpage for up-to-date materials including the FIRST Youth Protection Guide and more information about the YPP screening/clearance process and what to expect.

6. TRAINING FOR FIRST VOLUNTEERS

FIRST provides its volunteers with the training necessary to fulfil the duties of our varied volunteer roles. Below outlines the general training for any FIRST volunteer cross-program.

Some roles may require more extensive training to be completed before the event via phone call, webinars, or online certification. Some volunteer roles require focused training that may last multiple days, while other roles can be learned at the event itself. For program and role specific training, you will receive more information from the FIRST Dashboard when assigned a role at an event and from your volunteer coordinator. If a role or procedure is not properly explained, please ask for further clarification from your volunteer coordinator.
6.1 CROSS-PROGRAM TRAINING FOR VOLUNTEERS IN ANY ROLE

Below is a list with descriptions and links to trainings available to any FIRST volunteer in any role within any of our programs.

6.1.1 VOLUNTEERING WITH FIRST — ONLINE TRAINING FOR ALL ROLES

Volunteering with FIRST is an introductory learning module for mentors, coaches, and event volunteers that explores what FIRST is and what it means to volunteer with FIRST.

6.1.2 STRATEGIES FOR INSPIRING SUCCESS FOR ALL — ONLINE COURSE

Inspiring Success Training is for coaches, mentors, volunteers, partners, and other key stakeholders who work directly with students and are committed to creating diverse, inclusive, and equitable teams and are committed to creating a sense of belonging for students. This training is delivered in three modules. We recommend completing each module in one sitting.

6.1.3 FIRST VOLUNTEER CUSTOMER SERVICE TRAINING

The FIRST Volunteer Customer Service Training will equip you with the tools needed to provide inspiration, safety, support, and a positive experience to our customers. Our customers are anyone who participates in FIRST including teams, parents, coaches/mentors, teachers, sponsors, spectators, and other volunteers.

6.1.4 FIRST YOUTH PROTECTION PROGRAM GUIDE

Adults working in FIRST programs must be knowledgeable of the standards set by the FIRST Youth Protection Program, as well as those set by the school or organization hosting their team. FIRST expects all teams in the United States and Canada to adhere to all provisions of the FIRST Youth Protection Program. FIRST also expects that the standards set forth in the FIRST Youth Protection Program be applied outside of the United States and Canada to the extent possible based on local laws and regulations. At a minimum, adults in FIRST programs must comply with local regulations regarding youth protection. The FIRST Youth Protection Program Guide is your resource for this information. For more information, please contact safetyfirst@firstinspires.org.

6.1.5 YOUTH PROTECTION TRAINING VIDEOS

Youth Protection Training will enable you to recognize situations that may pose a threat to team member safety and learn the steps to take the actions necessary to prevent and report injuries.
6.2 EVENT VOLUNTEER TRAINING AND CERTIFICATION

Some event volunteer roles require pre-event role-specific certification that you must complete before your event to serve in your role. Details about which roles require certification can be found in the program specific volunteer role descriptions linked below.

- FIRST LEGO League Discover
- FIRST LEGO League Explore
- FIRST LEGO League Challenge
- FIRST Tech Challenge
- FIRST Robotics Competition

Depending on the program, these certifications may be accessed via the FIRST Dashboard after you are assigned to a volunteer role.

6.3 CROSS-PROGRAM MENTOR/COACH TRAINING

Below is the training available for all mentors and coaches in any of our FIRST programs.

6.3.1 MENTORING AND COACHING WITH FIRST TRAINING

Mentoring and Coaching with FIRST is designed to allow you to develop a deeper understanding of the expectations of your role and where to find support.

6.3.2 REMOTE MENTORING WITH FIRST TRAINING

Remote Mentoring with FIRST explores the fundamentals of remote meetings for mentors and coaches. The training will also provide you with resources for further support.
6.3.3 TEAM SAFETY MEETING RESOURCES

These video trainings outline the basic principles of the Youth Protection Program and how you can create a safe environment during team meetings for your students.

- Team Safety Meeting Video – High School version
- Team Safety Meeting Video – Middle School version
- Keeping Kids Safe – for adults working with youth

At the start of the season, Lead Coaches/Mentors are required to conduct a Safety Meeting. This meeting may be combined with the team’s existing start-of-season meeting or be held as a separate meeting. Subject to the Lead Coaches’/Mentors’ discretion and judgment, the Safety Meeting may be as brief or extensive as necessary. Below are resources for ages 6 – 10 that assist in guiding these meetings and include interactive activities for the students.

- Traffic Light Activity
- Surprises vs. Secrets Activity
- Buddy System Activity

7. FIRST VOLUNTEER POLICIES, FORMS, AND INCIDENT REPORTING OPTIONS

7.1 NON-SOLICITATION POLICY

As a FIRST volunteer, you may not accept any tips or gifts with monetary value from participants, their families, or friends. We do not want to create an atmosphere where our participants feel obligated to reward FIRST volunteers for doing their job.

You may not promote or solicit your own business enterprise, political agenda, or religious beliefs while volunteering with us. Solicitation for a private charity is also prohibited.
7.2 SOCIAL MEDIA POLICY

Social media is a broad term used to describe certain online communications. There are many social media platforms, including social networking sites (e.g., Facebook and Instagram), professional networking sites (e.g., LinkedIn), video sharing (e.g. YouTube), and blogs and microblogging (e.g. Twitter, Tumblr). Volunteers should follow the FIRST Code of Conduct for online activities just as you would for in-person activities.

Social media can be a powerful tool for sharing the joys and triumphs of participating in FIRST programs, but if not used properly, it can be a detriment to having a positive FIRST experience for you and others. As such, engage in social media activities wisely. Refrain from sharing information that you feel should not be shared in public, or that might cause undue distress to any FIRST participants. This will ensure the FIRST community stays true to the commitment of creating environments in which students and volunteers can grow, learn, and have fun with minimal risk of injury or harm.

Social media is a great way to share your team’s accomplishments with the FIRST community. However, you should always gain the consent of parents before posting any images of students to social media, and, if you are at a school, you should make sure you are in compliance with your district’s social media and privacy policies. Many FIRST Tech Challenge and FIRST Robotics Competition teams appoint students to manage their social media accounts. If students are allowed to control your team’s accounts, be sure they are aware of your social media guidelines and be sure a coach or mentor is monitoring their posts regularly.

FIRST recognizes that many volunteers and youth participants use social media strictly on a personal basis, and FIRST respects your right to do so. If you use social media for personal purposes, you must not discuss or disclose any confidential or internal information regarding the FIRST business operations or FIRST employees, volunteers, or students. If you choose to identify yourself as a volunteer of FIRST (either in a post, comment, or in your profile), please bear in mind that some readers may view you as a spokesperson for FIRST.
7.2 SOCIAL MEDIA POLICY (CONTINUED)

FIRST reserves the right to remove any social media posts on FIRST platforms that are inconsistent with our values or Code of Conduct. If you engage in any FIRST-related communications using social media, even if you use a personal account to do so, the following rules apply:

• Social media shall not be used to make any statement that is made or purports to be made on behalf of FIRST, except by those who have been expressly authorized to engage in such activities.
• Use of FIRST logos on social media sites or in social media posts must comply with the requirements of the Policy on the Use of FIRST Trademarks and Copyrighted Materials.
• Information, documents, or data that is confidential or proprietary to FIRST, or any FIRST employees, shall not be shared or disclosed.
• Photographs or videos depicting any FIRST event, employee, volunteer, or youth participant shall not be posted or shared without express consent of the data subject and/or their parent/guardian if a minor.
• Social media shall not be used in any manner that harasses, discriminates against, retaliates against, threatens, bullies, or intimidates any FIRST employee, volunteer, or participant. FIRST has a diverse community of employees, volunteers, and students with different views and different opinions on matters, and FIRST expects that all participants will treat each other respectfully.
• Expectations for in-person team meetings and activities also apply when utilizing social media and other team based online activities. All remote meetings, including the use of virtual break out rooms, should have at least two adults present any time adults are interacting with youth online. You should also consider whether additional adult oversight may be needed to monitor team activities conducted in a virtual environment.
• Do not initiate contact with any students via any FIRST platforms, social media, or other electronic means unless it is about a FIRST-related project or activity.
• When contacting youth participants about FIRST or team related activities, parents, guardians, and other team coaches/mentors should be included on the communications whenever possible/practical.
• If a student communicates with you about personal matters, remember it is your role to establish and maintain appropriate boundaries. Either redirect the communication to an appropriate FIRST team topic or seek assistance from Youth Protection for help in navigating the situation.
7.3 FIRST EQUITY, DIVERSITY, AND INCLUSION STATEMENT

FIRST is committed to fostering, cultivating, and preserving a culture of equity, diversity, and inclusion. We embrace and encourage differences in race, ethnicity, national origin, sex, gender, gender identity, gender expression, disability, age, religion, income, or any other characteristics that make our adult-force and students unique.

Exploring, developing, and implementing strategies to become more inclusive and ensure access to our programs to all students (as well as access to key supports) is critical for FIRST to reach its goal and mission. All young people should have the opportunity to become science and technology leaders. FIRST will remove barriers to program participation for underserved, underrepresented students. Per that end, FIRST Equity, Diversity, & Inclusion is a concerted, organized effort to develop strategies to make its programs more accessible and inclusive.

7.4 NOTICE OF NON-DISCRIMINATION

FIRST does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, marital status, sexual orientation, gender identity and expression, genetic information, disability, age, religion/creed, and military/veteran status in its programs and activities.

7.5 CONSENT AND RELEASE FORM

Volunteers are required to electronically sign the FIRST Consent & Release Form each season. Volunteers will see a red notification in the upper right corner on their FIRST Dashboard if they have not yet completed the form and can access this by going to “Acknowledgement Forms” in the drop down menu.

Volunteers under the age of 18 must have a parent or guardian sign the Consent & Release Form and can invite a parent to sign electronically through the FIRST Dashboard.

Walk-on volunteers will be permitted to sign a paper Consent & Release form onsite at the event.

7.6 CONFLICT OF INTEREST FORM

Some key volunteers are required to sign a Conflict of Interest and Disclosure Statement, such as field supervisors, judges, robot inspectors, referees, scorekeeper/field power controllers, team queuers, and safety advisors. A volunteer who has a relationship with a team is not excluded from serving in these positions, but they must disclose any relationship they have with a competing team and agree not to bias any match process and/or results.
7.7 MEDICAL INCIDENT FORM

All injuries or illnesses that occur at a FIRST event must be reported to FIRST through the Medical Incident Form that is available at each event. Ask your volunteer coordinator or pit supervisor for a form.

7.8 NON-MEDICAL INCIDENT FORM AND ONLINE NON-MEDICAL REPORTING FORM

While FIRST desires every volunteer and participant to receive fair and impartial treatment always, it does recognize that conflicts, misunderstandings, and other behavioral problems may occur. These concerns or problems may involve other event volunteers, event participants, mentors, or FIRST policies.

The Reporting Portal for Youth Protection Concerns has been designed to create ease of access for reporting concerns at any time by anyone. All reports received through the Online Reporting Portal are reviewed by trained personnel and responded to accordingly. A process has been created to loop in the programs and program delivery partners when appropriate. FIRST will not tolerate any form of retaliation against those that report concerns or those that cooperate in the investigation of reported concerns.

A paper non-medical incident reporting form is available at each event through the coordinator, filled out, and sent to: safetyfirst@firstinspires.org.
GET STARTED VOLUNTEERING WITH FIRST:

- Create your account on the FIRST Dashboard.
- Sign up for the FIRST Mentor Network.
- Contact your local FIRST partner.

QUESTIONS:

Volunteer Resources Department
Phone: (800) 871-8326 | volunteer@firstinspires.org