



**sage**<sup>®</sup>  
Senior Advocates  
for Generational Equity

## **Welcome Volunteers Promises and Expectations**

Thank you for your interest in volunteering with SAGE. Our volunteers engage in all aspects of our work and are the lifeblood of our organization. We know you have many choices where to volunteer, and we appreciate your gifts of time and talent.

There are two important promises we make to you. First, we will do our best to engage you in a role that you find enriching. Second, we will treat you with respect, and encourage and support you to achieve your goals.

In working to fulfill our mission, we ask you to do the following:

- Be honest with us about the time and energy you can give, and your skills and expectations. This helps us identify the most appropriate roles for your situation.
- Bring to your work a spirit of cooperation and a can-do attitude. We work to address major challenges facing younger and future generations, and our resolve to do this work inspires others to get involved.
- Treat other volunteers with respect, as we all have important work to do. We are an inclusive community, we are on the same team, and we learn from each other.
- Exercise judgment and responsibility to protect your health and safety, and the health and safety of others.
- Ask questions and share your advice so we can learn from each other. Most of our volunteers have served for decades and in many roles. We welcome your input.
- Recognize that our volunteers are viewed as ambassadors for our mission and values. Please respect our values and comply with our non-discrimination and confidentiality policies. Our values and policies are printed on the next two pages.

## SAGE Mission & Values

SAGE inspires people over 50 to give forward with their time, money, and voice so that younger and future generations can thrive. Our supporters believe in generational equity: the principle that each generation should improve the quality of life for the next.

We motivate action and volunteerism through workshops, discussions, fellowships, and teams to encourage older adults to support causes that are vital to the future, including education, the environment and economic opportunity.

These values are foundational to SAGE and touchstones for *how* we do our work.

- **Community.** Active community participation is vital to creating a world in which younger and future generations can thrive. By working together and sharing our diverse strengths, we make a lasting and significant difference for coming generations.
- **Relationships.** Personal relationships are at the heart of community engagement and social change. As we build and nurture respectful relationships, we are continually inspired to give forward throughout our lives.
- **Equity:** Because younger generations face significant environmental decline, extreme student debt, disparities in wealth, and other challenges when compared with earlier generations, we believe older adults are called to serve as advocates in creating a more just, equitable and healthy future.
- **Inclusion:** We value diverse cultures and welcome people of all racial, ethnic, socio-economic, and political backgrounds. We continually seek opportunities to create a more diverse and inclusive community by becoming more self-aware, challenging our perspective, learning across differences, and honoring the many ways that people give forward.
- **Legacy.** The desire to give is universal and all people have unique gifts to share. We encourage everyone to give forward, guided by the Greek proverb: “A society grows great when its elders plant trees whose shade they know they shall never sit in.”

## **SAGE Non-Discrimination Policy**

It is the policy of Senior Advocates for Generational Equity that our organization does not discriminate against current or prospective staff, board, volunteers, or recipients of services on the basis of race, religion, gender, sexual orientation, age, national origin, ancestry, marital status, veteran status, or mental or physical disability or any other status prohibited by applicable law.

## **SAGE Confidentiality Policy**

Senior Advocates for Generational Equity (“SAGE”) respects the privacy of our donors, members, clients, staff, volunteers and of our own organization. Personal and financial information is confidential and should not be disclosed or discussed with anyone without permission or authorization from the Executive Director or President of SAGE.

Employees, volunteers and board members of SAGE may be exposed to information which is confidential and/or privileged and proprietary in nature. Confidential information includes, but is not limited to, donor contact information (e.g., email, phone, address), donor financial information (e.g., bank and credit card data), and strategic plans that are internal to SAGE.

It is the policy of SAGE that such information must be kept confidential both during and after employment or volunteer service. Staff and volunteers, including board members, are expected to return materials containing privileged or confidential information at the time of separation from employment or expiration of service. Care shall also be taken to ensure that unauthorized individuals do not overhear any discussion of confidential information and that documents containing confidential information are not left in the open or inadvertently shared.

Unauthorized disclosure of confidential or privileged information is a serious violation of this policy and will subject the person(s) who made the unauthorized disclosure to appropriate discipline, including removal/dismissal.