



Volunteer Handbook

FIRST® is a global robotics community that prepares young people for the future.

www.firstinspires.org

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.

“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

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.

FIRST Core Values

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



***Gracious Professionalism*[®] and Dr. Woodie Flowers (1943-2019)**

Gracious Professionalism[®] is part of the ethos of *FIRST*. Created by one of the Distinguished Advisors of *FIRST*, Woodie Flowers, it's 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. Use *Gracious Professionalism* in all interactions as a volunteer.

Dr. Woodie Flowers was co-chair of the *FIRST* Executive Advisory Board, Distinguished Advisor to *FIRST*, and Pappalardo Professor Emeritus of Mechanical Engineering at the Massachusetts Institute of Technology. Soon after Dean founded *FIRST*, he and Woodie collaborated on the development of the *FIRST* Robotics Competition. Woodie was also critical to establishing the ethos of *FIRST* by coining the term *Gracious Professionalism* and nurturing its meaning in his every action. Throughout the over 30 years of *FIRST*, Woodie was an incredible supporter of our mission, a friend to everyone he met, and an inspiration to our students, alumni, mentors, volunteers, supporters, and staff. Woodie's legacy will live on indefinitely through the gracious nature of our community and our ongoing commitment to empowering educators and building global citizens. Our Woodie Flowers Award recipients, past and future, will carry on his legacy as mentors who inspire young people through the art and science of engineering and design.

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 teaching 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.

FIRST® LEGO® League Divisions

From Discover, to Explore, and then to Challenge, students will understand the basics of STEM and apply their skills in an exciting competition while building habits of learning, confidence, and teamwork skills along the way.



[FIRST® LEGO® League Discover: PreK – Grade 1](#)

For children ages 4-6, this playful introductory STEM program ignites their natural curiosity and builds their habits of learning with hands-on activities in the classroom and at home using LEGO® Duplo bricks.



[FIRST® LEGO® League Explore: Grades 2-4](#)

In Explore, teams of students ages 6-10 focus on the fundamentals of engineering as they explore real-world problems, learn to design, and code and create unique solutions made with LEGO bricks and powered by LEGO Education WeDo 2.0.



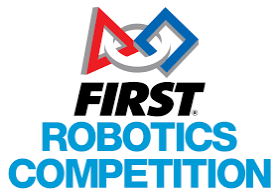
[FIRST® LEGO® League Challenge: Grades 4-8](#)

Friendly competition is at the heart of Challenge, as teams of students ages 9-16 engage in research, problem-solving, coding and engineering, building, and programming a LEGO robot that navigates the missions of a robot game. As part of Challenge, teams also participate in a research project to identify and solve a relevant, real-world problem.



It's way more than building robots. [FIRST® Tech Challenge](#) teams (up to 15 team members, grades 7-12) are challenged to design, build, program, and operate robots to compete in a head-to-head challenge in an alliance format.

Guided by adult coaches and mentors, students develop STEM skills and practice engineering principles, while realizing the value of hard work, innovation, and working as a team.



Combining the excitement of sport with the rigors of science and technology. We call [FIRST® Robotics Competition](#) the ultimate Sport for the Mind. High-school student participants call it "the hardest fun you'll ever have."

Under strict rules and limited time and resources, teams of students are challenged to raise funds, design a team "brand," hone teamwork skills, and build and program industrial-sized robots to play a difficult field game against like-minded competitors. It's as close to real-world engineering as a student can get. Volunteer professional mentors lend their time and talents to guide each team.



CHAMPION THE GAME by Volunteering with *FIRST*!

FIRST volunteers champion the game, inspiring a future built better together.

When you're a *FIRST* volunteer, you empower students to be future changemakers. Working side by side with *FIRST* participants, you inspire them to use their skills to make a positive impact on their communities and the world.

Volunteering with *FIRST* gives you the opportunity to share your knowledge. Whether you opt for a technical or non-technical role, you can learn something new, build your resume, and network with other volunteers and sponsors. If you're looking for a fast-paced, thrilling, and inspiring environment to make a difference, there's a spot for you as a *FIRST* volunteer!

Let's CHAMPION THE GAME! Here's how you can help:

- **[Event Volunteers:](#)** *FIRST* hosts more than 3,600 events around the globe a year. 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. Find information about *FIRST* programs, volunteer resources, opportunities, and more!
- **[Mentors & Coaches:](#)** As a mentor or coach of a *FIRST* team, you empower students to be future gamechangers. You're 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.
- **[General Volunteer Resources:](#)** Looking for instructions, descriptions, policies, and forms to ease you into your volunteer experience? This general volunteer resources page will help support *FIRST* volunteers in their volunteer journey.

Volunteer Rights and Responsibilities

Volunteers are the most valuable asset to *FIRST*. Your selfless contribution of time and resources are 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.

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. *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's 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 inclusive environments. *FIRST* does not discriminate on the basis of 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.
- Reevaluate your time commitment. *FIRST* appreciates all 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 affecting your volunteer role.
 - Any mistreatment towards you or others. You may be required to fill out a [non-medical incident 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.

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 and treat them fairly and kindly.
- Be inclusive and follow the non-discrimination policy of *FIRST*.
- Follow safety rules and ensure the safety of others.
- Adhere to all [FIRST Youth Protection Program \(YPP\) policies](#).
- Adhere to the [FIRST Code of Conduct](#).
- Have FUN!

What you 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 mainly occur through event organizers or volunteer coordinators. They will be available to answer 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 may receive training specific to your assigned volunteer role. There are other general trainings available for volunteers.

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 for the day 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 designate 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.

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, have technical or non-technical ability, there is an event volunteer role suited to your unique interest.

The following links give a general description of most event volunteer positions. Where indicated, Key Volunteer positions denote roles that require added commitment, experience, and training.

Links for volunteer role descriptions by program:

- [FIRST LEGO League Discover](#)
- [FIRST LEGO League Explore](#)
- [FIRST LEGO League Challenge](#)
- [FIRST Tech Challenge](#)
- [FIRST Robotics Competition](#)

Please see the following for 2020/2021 season information:

<https://www.FIRSTinspires.org/covid-19>

Please note that some roles require previous experience. Please see the role descriptions linked above for more information about the experience needed or visit the website:

<https://www.FIRSTinspires.org/ways-to-help/volunteer/event-volunteers>

Or email volunteer@FIRSTinspires.org and we can help connect you to local leadership.

How to become a *FIRST* event volunteer

To apply to be a volunteer, sign up or log into the [FIRST Dashboard](#).

- After signing in, click "Volunteer Registration" to get started.
- You will be able to create an account, apply to volunteer at an event, or request to join a team as a mentor or coach.
- After you've applied, you can go back in to check your event volunteer role assignment status and if you have any notifications of tasks that you need to complete.
- You will receive an email once you have been assigned to a volunteer role by your local event coordinator.

Coaches and Mentors

FIRST LEGO League

Coaches – Coaches facilitate team meetings and make sure the children have fun while they learn. A coach provides support to his or her 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 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.

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.

Click here for Team Management Resources:

<https://www.firstinspires.org/resource-library/fll/explore/team-management-resources>

Watch *FIRST* LEGO League Coach Quick Tips:

<https://www.youtube.com/playlist?list=PLpaPRqT711tiQsbC8hOURbvG4uwFpnzci>

FIRST Tech Challenge

Coach or Mentor – *FIRST* Tech Challenge does not differentiate between coaches and mentors. A coach/mentor works with his or her 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 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. Check out the [FIRST Tech Challenge Mentor Manual](#) for more information.

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 with them their knowledge 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.

The *FIRST*® Mentor Network

Uniting teams and mentors to build a better future.

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.

Mentors

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. The *FIRST* Mentor Network allows mentors to easily find one or multiple teams to work with virtually or face to face, locally or across the country, for a few hours or a season. 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.

How to Create a Mentor Profile

- [Login & Profile Instructions](#)
- All mentors must be at least 18 years of age and complete the required Youth Protection screening.
- This platform is not for students to find teams in their area or for mentor-to-mentor communication.

Teams

Whether it is finding their people or finding their path, mentors help students gain the skills and confidence to forge ahead and build their future with *FIRST*. Through more powerful mentorship relationships, your team will learn to use their collective skills to make a positive impact on each other, in their community, and even the world.

Build a team profile highlighting your successes, goals, and desired mentor skill sets and experience. Soon, you'll be able to quickly find and communicate with *FIRST*-verified Mentors to provide you and your team with ability and collaboration.

How to Create a Team Profile

- [Login & Profile Instructions](#)
- 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 or teams to communicate with other students and teams.

FIRST Volunteer Training

FIRST offers online trainings through its website covering a variety of useful and important professional development topics. Completing these trainings will give *FIRST* volunteers a more comprehensive overview of what is expected of them and how to interact with others in their capacity as a *FIRST* volunteer.



Volunteering with *FIRST* – Online Training

FIRST is excited to share an introductory learning module for mentors, coaches and event volunteers that explores what *FIRST* is and what it means to volunteer with *FIRST*. Whether a seasoned volunteer or new to *FIRST*, we recommend taking this “Volunteering with *FIRST*” training to refresh or test your knowledge. This training is accessible on our website:

http://www.firstinspires.org/volunteering-with-first-training/story_html5.html

Strategies for Inspiring Success for All – Online Course

FIRST knows that culture shapes our biases and beliefs about people based on their age, gender, race, language, (dis)ability, or income level, often without our realization. These resources and trainings will equip us for the work that needs to be done to make all *FIRST* students successful.

FIRST has collaborated with the National Alliance for Partnerships in Equity (NAPE) to develop training for coaches, mentors, event volunteers, Program Delivery Partners, and other key stakeholders who work directly with students and are committed to creating diverse, inclusive, and equitable teams. Through engaging and reflective activities on the power of culture on our interactions with students, these modules will equip us with specific strategies to support community outreach, student participation, persistence, engagement, and success.

We have prepared a three-part training module course for the *FIRST* community. This course is free and accessible to anyone. The three interactive course modules each range from 20-40 minutes. Complete the modules individually or all at once. We recommend completing each module in one sitting as the completion certificates generate based on completion of each module. Learn more [here](#).

***FIRST* Volunteer Customer Service Training**

The *FIRST* Volunteer Customer Service Training is provided in a PowerPoint format to be viewed by any *FIRST* volunteer. The purpose of the training is to ensure that all volunteers 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, and volunteers.

The training can be found on our website at this link:

https://www.FIRSTinspires.org/sites/default/files/uploads/resource_library/volunteer/volunteer-customer-service-presentation.pdf

Event Volunteer Training

FIRST provides volunteer training for many volunteer roles. 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 trainings that may last multiple days, while other roles can be learned at the event itself. If a role or procedure is not properly explained, please ask for further clarification from your event coordinator.

Event Volunteer Testing/Certification

Some volunteer roles require pre-event testing or certification that you must complete before your event to serve in your role. Details about which roles require testing or certifications can be found in the volunteer role descriptions. Depending on the program, this training may be accessed via your *FIRST* Dashboard after you are assigned to a volunteer role. If you are a *FIRST* Tech Challenge volunteer that requires certification for your role, you will have access to training through your *FIRST* Dashboard when you apply to the role.

Volunteer Experience Toolkit

If you have a key volunteer role which requires you to manage other volunteers, *FIRST* has created a Volunteer Experience Toolkit with resources to help support you in your role. If you are a volunteer coordinator, event planner, or tournament director, please contact us at volunteer@firstinspires.org for information on how to access this toolkit.

Volunteer Recognition

Volunteers make *FIRST* possible! Your support and dedication empower more than 660,000 students from 110 countries to become innovators, game changers, and better global citizens. Thank you for all you do to #CHAMPIONTHEGAME! We have the following available to show our thanks and appreciation for all you do as a volunteer:

- Be sure to grab [this season's exclusive digital swag!](#) With wallpapers, social media covers, and electronic badges, you'll be virtually outfitted as a *FIRST* volunteer.
- Pick up [a *FIRST* Volunteer Year of Service pin or a *FIRST* Coach Mentor pin](#) for you or a friend!
- You can also 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](#). For instructions on how to access it, [click here](#).

Minimum Age Requirement

The minimum age requirement of a *FIRST* volunteer is **13 years old**. The Event Manager 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. *The Program Delivery Partner reserves the right to increase the volunteer age limit for their region at their discretion.*

The minimum age requirement of a *FIRST* volunteer at *FIRST* Championship is 16 years old but the assigning Volunteer Coordinator can make exceptions before the beginning of the event. Individuals under the age of 16 will not be accepted as walk on volunteers at *FIRST* Championship.

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.



Non-Solicitation Policy

As a *FIRST* volunteer, you may not accept any tips or gifts with a 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.

Also, 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.

Volunteer Forms and Incident Reporting Options

Consent and Release Form

Volunteers are required to electronically sign the *FIRST* Consent & Release Form each season. Volunteers will see a red notification in their *FIRST* Dashboard if they haven't yet completed the form and can access this in their user profile drop-down menu.

Volunteers under the age of 18 must have a parent or guardian sign the *FIRST* 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 *FIRST* Consent & Release Form onsite at the event.

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 event coordinator, volunteer coordinator, or pit supervisor for a form.

Non-Medical Incident Form/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.

A new Online Non-Medical Reporting Form has been designed to create an ease of access for reporting concerns at any time by anyone. All reports received through the Online Non-Medical Reporting Form are reviewed by the Youth Protection Program Manager and acted on accordingly. A process has been created to loop in the programs and Program Delivery Partners when appropriate. *FIRST* will keep the identity of any reporter confidential unless absolutely required for further investigation or to disclose by court order. *FIRST* will not tolerate any form of retaliation against reporters. Please allow a day or two for a response to online forms.

The reporting form is available at this link: <http://FIRSTinspires.org/non-medical-reporting>

The paper [Non-Medical Incident Form](#) is available at each event through the coordinator or may be downloaded, filled out, and sent to safetyFIRST@FIRSTinspires.org.



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. [Conflict of Interest Form](#)

FIRST Youth Protection Program

FIRST will strive to create an environment in which team members can grow, learn, and have fun with minimal risk of injury. FIRST will strive to 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 protect youth.

Please contact us with any questions about Youth Protection guidelines, resources, screening, or to report an issue. Youth participants are 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 in FIRST programs.

Contact:

Lee Doucette, Manager Youth Protection Program

200 Bedford Street | Manchester, NH 03101 | www.FIRSTinspires.org

Phone: (603) 666-3906 x 250 | ldoucette@FIRSTinspires.org

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 behaviors mentors, coaches, volunteers, team members, affiliate partners, contractors, staff, and other participants should adhere to while participating in FIRST activities.

- Always show *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. With *Gracious Professionalism*, fierce competition and mutual gain are not separate notions.
- 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 barred from participating in FIRST activities.

Youth Protection Program Trainings in Schoology

To view these trainings, you must create or sign into an account on www.schoology.com:

Creating an account:

- “Sign Up” as a "STUDENT."

Joining a course with an access code:

- Follow instructions [here to join](#) a Schoology course with an access code.
- Access codes for Youth Protection Program courses supplied below.

Youth Protection Training - course access code: Q7NS-7HRX-9SDX5

This training is intended to enable adults working with *FIRST* teams to recognize situations that may pose a threat to team member safety and take the actions necessary to prevent and report injuries.

New Mentor Training - course access code: GT74RMJ8FQWPG

This training is for you if:

- You are a former team member transitioning into a mentor role with your former team.
- You are a former team member transitioning into a mentor role with a new team.
- You have worked with a youth-serving organization before but are new to *FIRST*.
- You have never worked with a youth-serving organization before.
- You are a veteran mentor and plan on inviting new mentors from any of the above categories to work with you and your team.

Training Videos

- [Keeping Kids Safe – for adults working with youth](#)
- [Team Safety Meeting Video – High School version](#)
- [Team Safety Meeting Video – Middle School version](#)

Team Safety Meeting Resources for Ages 6-10

- [Traffic Light Activity](#)
- [Surprises vs. Secrets Activity](#)
- [Buddy System Activity](#)

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](#)

For more information, forms, and resources, please see the [FIRST Youth Protection Program Guide](#) or visit the FIRST Youth Protection Program webpage:

<https://www.firstinspires.org/resource-library/youth-protection-policy>

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.

Notice of Nondiscrimination

For Inspiration and Recognition of Science and Technology (*FIRST*®) does not discriminate on the basis of 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.

For general questions and inquiries, please contact us at:

FIRST Volunteer Resources Department:
200 Bedford Street
Manchester, NH 03101
1-800-871-8326
volunteer@FIRSTinspires.org

Thank you for volunteering with *FIRST*!

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