



# The Grail in the US Crew Application (Teen)

*\*Grail Young Adult Work Initiative (Please Print)*

Today's Date: \_\_\_\_\_

Date of Birth: \_\_\_\_\_

T-Shirt Size: \_\_\_\_\_

Age: \_\_\_\_\_

Name: \_\_\_\_\_  
*Last First Middle Init.*

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

I would prefer to be contacted by:  Phone  Email  Text

***The Grail in the US strives to hire applicants on a financial needs basis, briefly describe how your situation aligns with this goal (Ex: paying for schooling, contributing to household expenses, etc.)***

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## Parental Consent (under 18 years of age)

*The Grail in the US requires all minor applicants have parental consent to be hired. SYAWI is a program employing individuals aged 13-22, however a teen will not be partnered with an adult in groups of less than three unless under direct supervision of staff. All adult applicants are also required to consent for background checks as a safety precaution for all workers. I certify that I am the legal guardian of the named minor and I give my consent for their participation in SYAWI. By signing below I understand that my child is participating in SYAWI at his/her own risk and acknowledge that The Grail in the US has made no warranty or representation, expressed or implied, regarding the safety of this employment program.*

**Minors Name:** \_\_\_\_\_

\_\_\_\_\_  
*Parent/Guardian Signature (REQUIRED)*

\_\_\_\_\_  
*Printed Name*

\_\_\_\_\_  
*Date*

**Providing the following information is optional.**

In order for The Grail to provide you with the best possible work experience, please provide any information in relation to any health condition or special needs that you feel is critical. This information will remain confidential.

*Allergies (please indicate nature of reaction)*

**Animals/Insects:** \_\_\_\_\_ **Food/Drink:** \_\_\_\_\_

**Medicine/Drugs:** \_\_\_\_\_ **Plants:** \_\_\_\_\_

**Health Conditions:** \_\_\_\_\_

**Medications:** \_\_\_\_\_

## Emergency Contact:

Name: \_\_\_\_\_

Relationship to you: \_\_\_\_\_

Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_

## Consent for Medical Treatment for a Minor (under 18 years of age)

*I certify that I am the legal guardian of a participating minor. In the event of an injury or illness while under the supervision of The Grail in the US and where prompt medical treatment is needed and all reasonable attempts have been made to contact me, I consent to the following:*

- *The transportation of the minor to a doctor's office, hospital, clinic or other medical facility if such action is deemed necessary by The Grail in the US*
- *The administration of any and all medical treatment deemed necessary by a licensed physician*
- *The transfer of the minor to a specialty hospital if such action is deemed necessary by the supervising physician*

**Minor's Name:** \_\_\_\_\_

\_\_\_\_\_  
*Parent/Guardian Signature (REQUIRED)*

\_\_\_\_\_  
*Printed Name*

\_\_\_\_\_  
*Date*

## Refusal to Consent for Medical treatment for a Minor (under 18 years of age)

*I do not give consent for medical treatment of listed minor. In the event of an injury or illness requiring emergency treatment, I wish that authorities at The Grail take no action.*

**Minor's Name:** \_\_\_\_\_

\_\_\_\_\_  
*Parent/Guardian Signature (REQUIRED)*

\_\_\_\_\_  
*Printed Name*

\_\_\_\_\_  
*Date*

## Release of Use of Image (under 18 years of age)

*SYAWI participants may be photographed for purposes of documentation and for use in publicizing future Grail in the US activities. Possible uses include The Grail in the US print, web, or social media publications, sending to media with press releases, use in exhibits. I certify that I am the legal guardian of the named minor and I give my consent for their image to be used in this way.*

**Minor's Name:** \_\_\_\_\_

\_\_\_\_\_  
*Parent/Guardian Signature (REQUIRED)*

\_\_\_\_\_  
*Printed Name*

\_\_\_\_\_  
*Date*

Please check this box if permission is not granted



## The Grail Crew Agreement

**WELCOME!** It is our pleasure to welcome you as an employee with The Grail. You are an integral part of a dynamic national and international movement/organization of women committed to creating a more just and peaceful world. We're grateful for your work and we hope that you are happy with your experience with us.

The Grail has a series of policies that apply to all of us –Grail members, staff and volunteers – to protect all of our interests. The Grail has an open-door policy that encourages the participation of employees in decisions that will affect them and their responsibilities. If you have any questions or concerns, please don't hesitate to ask the Volunteer Coordinator

### **A. The Grail Code of Conduct**

The Grail is a movement of women called by their spiritual values to transform the world. As such, we believe in treating all people—Grail members, employees, volunteers, and the general public—with respect and kindness. We value each person's contributions; we seek diversity of views and experience; and we assume that everyone who works for The Grail, paid or unpaid, will offer what they can to accomplish our mission. If we do that, everything else falls into place.

### **B. Becoming an Anti-Racist Institution**

Grail participants in the 2017 General Assembly adopted the following resolution: *The US Grail commits its collective power to becoming Anti-Racist internally and externally, viewing ALL activities through an Anti-Racist lens.*

Racism in the United States is best understood as a system of white supremacy that is maintained by social and political institutions. Therefore, becoming an Anti-Racist organization requires that the US Grail and its members understand and act on the complex dynamics of power, policies, and practices that shape US institutions, including our own organization.

### **C. Equal Employment Opportunity**

The Grail's intent is to employ—paid, unpaid, contractor—the best qualified, motivated, and performing individuals. It is our policy to afford equal opportunity in all aspects to all persons without discrimination on the basis of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity/expression, color, or marital status.

### **D. Policy Against Harassment**

It is the policy of The Grail that there shall be no harassment of any individuals by employees,

members, or volunteers because of the individuals sex, age, race, national origin, religion, physical handicap, or sexual orientation (or any other protected status).

The Grail does not condone and will not permit harassment and, in particular, will not tolerate the making of unwelcome sexual advances to any individual; unwelcome physical, verbal, or visual behavior that is sexual in nature; or the making of remarks or jokes known to be offensive to any individual because of his/her sex, age, race, national origin, religion, physical handicap, or sexual orientation.

**E. Americans with Disabilities Act (ADA)**

The Grail supports and complies with the American with Disabilities Act (ADA) of 1990, including continuing efforts to reduce barriers and make our facilities accessible as defined by state and federal statutes.

**IN ADDITION:**

**CONFIDENTIALITY** – All who work with The Grail are expected to abide by our requirement for confidentiality. Please do not disclose or use any Grail confidential information, from us, other Grail entities or individual members, either during or after your work with The Grail.

**CONFLICT OF INTEREST** – Employees who have a personal or business relationship with anyone with a financial relationship or a potential relationship with The Grail should disclose that relationship to the Grail Volunteer Coordinator to avoid any appearance of a conflict of interest.

**SMOKING/DRUG-FREE POLICY** – As part of an ongoing commitment to a safe and healthy workplace, The Grail maintains a smoke-free and drug-free workplace policy.

**SPEAKING TO THE MEDIA** – The Grail Executive Director will designate appropriate people to speak with the media and to make written and oral statements for publication or broadcast. Any request for information or interviews by the media should be referred to the Grail Executive Director.

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*Signature*

*Printed Name*

*Date*