For Northwest University Use Only

Volunteer's Supervisor:

Vice President/Dean:

Human Resources:

Volunteer's ID #:_____

Volunteer needs: (Department completes. Check all that apply)

- ☐ FERPA Training
- ☐ UHP (Unlawful Harassment Prevention) & Title IX Training
- ☐ Photo ID Badge
- ☐ Parking Permit
- ☐ Computer Access: (Check all that apply)
  - ○ NU Email ○ Self-service
  - ○ S and N drives ○ Eagle ○ List in Directory
  - ○ Discovery ○ My Parking
  - ○ PowerCAMPUS ○ Internet
- ☐ Network and Computer Acceptable Use Policy Agreement
- ☐ HIPAA Training

APPLICATION FOR VOLUNTEER SERVICE

Thank you for offering to donate your time and abilities in support of Northwest University. The faculty, staff, and students sincerely thank you for your willingness to participate in activities that will ultimately benefit the entire community. In order to comply with the State of Washington regulations and for your own protection as a volunteer, we would appreciate that you complete, sign, and return the form below.

Northwest UNIVERSITY
Human Resources
PO Box 579
Kirkland, WA 98083-0579
(425) 889-5749
Fax: 425-739-0695

Name _____ Date _____

Address _____
Street City State Zip Code

Home Phone ( ) _____ Cell Phone ( ) _____ Other Phone ( ) _____

E-mail address _____

Volunteer position applied for _____ **Department** _____

EMERGENCY CONTACT INFORMATION:

Name _____ Relationship _____ Email address _____

Address _____
Street City State Zip Code

Home Phone ( ) _____ Cell Phone ( ) _____ Other Phone ( ) _____

OTHER INFORMATION:

Have you ever been a student at Northwest University? Yes ☐ No ☐ If Yes, when did you attend?

What is your church affiliation? _____

Please read NU's Statement of Faith, Statement of Principles, and Community Affirmation statement (following). Do you agree with them? Yes ☐ No ☐ Yes ☐, but with the following reservations:

STATEMENT OF FAITH

- We believe the Bible is the inspired and only infallible and authoritative written Word of God.
- We believe there is one God, eternally existent in three persons: God the Father, God the Son, and God the Holy Spirit.
- We believe in the deity of our Lord Jesus Christ, His virgin birth, His sinless life, in his miracles, in His vicarious and atoning death, in His bodily resurrection, in His ascension to the right hand of the Father, in his personal future return to this earth in power and glory to rule a thousand years.
- We believe in the blessed hope-the rapture of the Church at Christ's coming.
- We believe the only means of being cleansed from sin is through repentance and faith in the precious blood of Christ.
- We believe regeneration by the Holy Spirit is absolutely essential for personal salvation.
- We believe in water baptism by immersion.
- We believe the redemptive work of Christ on the cross provides healing in the human body in answer to believing prayer.
- We believe the baptism in the Holy Spirit, according to Acts 2:4, is given to believers who ask for it.
- We believe in the sanctifying power of the Holy Spirit by whose indwelling the Christian is enabled to live a holy life.
- We believe in the resurrection of both, the saved and the lost, the one to everlasting life and the other to everlasting damnation.

NORTHWEST UNIVERSITY STATEMENT OF PRINCIPLES

God's Good Design for Human Sexuality

In an age in which secular society is increasingly confused about sexual identity and sexual purity, Northwest University (NU) strives to be clear and consistent with employees and volunteers about expectations regarding the highest standards of Biblical purity in interpersonal relationships. With a clear understanding of sexual identity and consistent practice of sexual purity by our employees and volunteers, NU can be an effective agent of the healing power of Jesus Christ to the victims of sexual sin in our world.

In keeping with Northwest University's mission and its commitment to evangelical Christianity, the University expects all members of our community to follow the teachings of scripture. We believe God's design for the gift of sexuality is that it is to be exercised and enjoyed (Song of Songs; Hebrews 13:4) only within the covenant relationship of marriage between one man and one woman (Genesis 2:24). This view of sexuality and marriage is rooted in the Genesis account of creation (Genesis 1-2), is affirmed by Jesus (Matthew 19:3-6; Mark 10:2-9) and is maintained consistently throughout scripture (Ephesians 5:21-33).

Sexual relations of any kind outside these confines of marriage are inconsistent with the teaching of scripture, as understood by Christian churches throughout history. This prohibition applies to marital infidelity, sexual relationships between unmarried men and women, and homosexual practice. Therefore, as a matter or moral and faith witness, Northwest University expects all members of our community to avoid such conduct themselves and refrain from encouraging it in others (Ephesians 5:3-7). We believe God calls the unmarried to live pure and celibate lives, refraining from sexual intimacy. Sexual celibacy is a worthy state for Christian men and women (1 Corinthians 7:1-7), as pleasing to God as fidelity in marriage.

Marriage

We believe God's intention is that those who enter marriage shall seek, in mutual love and respect, to live in Christian fidelity as long as both shall live. In upholding the biblical teaching and God's ideal for life-long, monogamous marriage between one man and one woman (Genesis 1:27; Genesis 2:24; Song of Songs; Ephesians 5:21-33; 1 Timothy 3:2; Titus 1:5-6; Hebrews 13:4), Northwest University seeks to employ people with a strong commitment to the sanctity of marriage. However, we recognize that the Bible makes provision for divorce and remarriage for victims of adultery and abandonment (which can take many forms including abuse).

Homosexuality

Northwest University's policy on homosexual behavior is grounded in scriptural declarations about the same (Leviticus 18:22, Romans 1:24-27, 1 Corinthians 6:9-11, 1 Timothy 1:10, Jude :7, among others). The consistency of these passages in their rejection of homosexual practice, along with the complete absence of any text or example referring to God's blessing upon homosexual activity or relationships, has been unwaveringly interpreted and applied by the historical church from its earliest teachers as a proscription of homosexual practice. As a Christian university, NU adheres to this same standard. At the same time, NU believes that the very passages referenced above also describe all human beings as broken and offer the hope of redemption, including redemption from sexual sin.

Due to the complexity of issues related to same-sex behavior, same-sex attraction, and sexual orientation, we are committed to engaging this conversation with courage, humility, prayerfulness and care. NU considers all Christians to be engaged in a pilgrimage toward personal holiness, a pilgrimage that will involve struggles and will require the help and understanding of other Christians to achieve. Consequently, our aim in dealing with this issue is to offer safety that promotes openness. We pledge to extend compassion and care, communicating personal acceptance while providing accountability and assistance supporting NU faculty, staff, and volunteers in their desire to live consistently with Christian teaching (Galatians 6:1-3). Consistent with this standard, all members of the NU Community are expected to treat one another with respect and Christ-like compassion. Insults, slurs and other forms of derogatory speech have no place in a Christian community. Overall, NU's approach to same-sex attraction and behavior strives for a holiness that reflects the compassion of Christ even as it provides redemptive accountability.

Gender Identity

We believe that all humans, male and female, are created in the image of God (Genesis 1:27) and that God loves each one of us. We recognize that gender identity is formed through complicated biological and social processes. We strive to be a caring and supportive community for those struggling with gender identity issues. At the same time, because NU's employees and volunteers serve as role models to students (James 3:1), we expect them to exhibit a stable and mature gender identity for the duration of their employment (1 Corinthians 14:33); we do not approve of changing or attempting to change one's sex while a person is employed at NU.

The Redemptive Hope of the Gospel

Northwest University strongly affirms the liberating power of the Christian gospel. All sinful people may be freed from former wrong patterns of life, including sexual sin (1 Corinthians 6:11). Like all other sins, sexual sin can be fully forgiven through repentance and faith in Christ's atoning work.

As agents of Christ, we aim to offer compassion and care to anyone in our community who is struggling with sexual sin while also providing accountability and assistance in living consistently with Christian teaching. We recognize the difference between a person's attractions or internal struggles and a person's behaviors. As NU strives to be a learning community of grace, love, and truth, we hold our employees and volunteers to the highest standards of Christ-like conduct. For that reason and because of the serious consequences sexual sin can have on the ministry of NU, we reserve the right to dismiss any persons who do not conform their conduct to these community standards.

NORTHWEST UNIVERSITY COMMUNITY AFFIRMATION

NORTHWEST seeks to relate biblical Christianity to every area of life, both on and off campus: to academic disciplines, to co- and extra-curricular activities, in the residence halls, in the local community, and in one's personal life. It assumes that all members of the NORTHWEST community desire meaningful involvement in the process of Christian higher education as they seek to express their faith in the context of an Assemblies of God University. Faculty and staff members commit themselves to be facilitators and learners in this educational endeavor. Students, by enrolling, join with them in accepting the responsibilities of membership in this community.

Since NORTHWEST holds that the Scripture is the infallible rule for faith and conduct, the Bible will always be the authority in all matters pertaining to personal and corporate behavior. The University believes that its statements of faith and principles regarding behavior, as stated in the catalog, find their basis in the Bible. This affirmation attempts to provide a means to understanding the nature of this community of believing learners and to encourage a sincere commitment to it.

We affirm the Lordship of Christ over all of life and thought; our responsibility to love God with all our being and neighbor as ourselves; our obligation to seek righteousness, to practice justice in all situations, and to express mercy to all; our

need to exercise Christian freedom responsibly and lovingly and our dependence on the empowering of the Holy Spirit if we are to faithfully fulfill what God requires.

We affirm the biblical description of attitudes and behavior unfitting for a Christian: "The acts of the sinful nature are obvious: sexual immorality, impurity and debauchery, idolatry and witchcraft, hatred, discord, jealousy, fits of rage, selfish ambition, dissensions, factions and envy, drunkenness, orgies, and the like" (Gal. 5:19-21a,NIV). Through the help of the Holy Spirit we strive to allow none of these to be part of our behavior. We affirm also the biblical description of attitudes and behavior fitting for a Christian: "But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control" (Gal. 5:22-23a, NIV). We seek to maintain a vital relationship with the Spirit so that such attitudes and behavior will be evident among us. We seek to follow Christ's example of unselfish love in our actions, attitudes, and relationships.

We strive to maintain stewardship of body, mind, time, abilities, and resources. We strive to integrate corporate worship, personal faith, and intellectual growth. Attendance of the University chapel services and faithful attendance and support of a local church are integral parts of that process.

NORTHWEST recognizes that not all believers share the same standards in matters of behavior the Bible does not specifically address. As members of this community, however, we also recognize the importance of respecting the values and goals of the University and will, therefore, seek to conduct ourselves in a manner that will bring only credit to the gospel and to NORTHWEST. Since we are also part of the larger society, and in order to "let our light shine out" we will strive to maintain good community relations in respect to governing authorities, social activities, and business dealings.

List all other names that you have used (i.e. maiden, nicknames, married, etc.)_____

All other cities and states in which you resided since turning 18 years of age *(please print)*:

_____, _____		_____, _____	
City	*State*	*City*	*State*
_____, _____		_____, _____	
City	*State*	*City*	*State*
_____, _____		_____, _____	
City	*State*	*City*	*State*
_____, _____		_____, _____	
City	*State*	*City*	*State*
_____, _____		_____, _____	
City	*State*	*City*	*State*
_____, _____		_____, _____	
City	*State*	*City*	*State*

APPLICANT'S CERTIFICATION AND AGREEMENT (INCLUDING RELEASE, DEFENSE, INDEMNIFICATION AND HOLD HARMLESS OBLIGATIONS BY APPLICANT)

I certify that the facts set forth in the Application for Volunteer Service set forth above are true and complete to the best of my knowledge. When serving as a volunteer, I agree to be bound by the Constitution, Articles of Incorporation and By-laws of Northwest University, the University's policies, Statement of Faith, Community Affirmation statement, and Statement of Principles, and to refrain from any unscriptural conduct in my life. I understand and agree that the spiritual objectives of the University must be reflected in the lives of its community members.

I authorize the University to request criminal background checks on me before or after any offer of volunteer service. If information is obtained as a result of a criminal history check and if required by law, I will be notified within thirty days of Northwest University receiving the results and the results will be made available to me for examination, should I request it. Information obtained regarding my criminal history will be used solely for the purpose of making volunteer service decisions.

I authorize the University to request my driving record (if I may operate a commercial vehicle on behalf of Northwest University) before or after any offer of volunteer service. Information obtained regarding my driving record will be used solely for the purpose of making volunteer service decisions.

I authorize Northwest University to contact any person or entity to obtain information about me, including the employers, organizations, supervisors, governmental agencies and references that I list in my application and others identified by the University. Without limiting the foregoing, I understand and agree that this release allows the Department of Social and Health Services, including Child Protective Services, to release information concerning me.

I hereby request, consent to, and authorize any current or former employer, person, firm, corporation, organization, education or vocational institution, or government agency to provide Northwest University with information they have regarding me, including the release of information concerning my character, job performance, personal and work history, reasons for leaving, and opinions about me. The released information may be in the form of a letter of reference, a response to an evaluation form prepared by the University, a telephone interview or other interviews initiated by the University, or any other means deemed appropriate by the University. I understand that the information released may include facts and/or opinions that are unfavorable to me and/or with which I may disagree.

I hereby expressly waive any and all rights I may have of access to any letter of reference, to any response to an evaluation form, to anything discussed in a telephone conversation, or information otherwise obtained by the University, including any right to inspect and review, any right to have a copy made for my use, and any right to request an amendment of or correction to any released information.

I hereby release and agree to defend, indemnify and hold harmless Northwest University and its past, present and future directors, owners, officers, employees, volunteers, agents, and insurers from any and all liabilities arising from or in any way related to requesting or receiving information about me. I also release and agree to defend, indemnify and hold harmless any person or organization (whether listed in my application or not) and its respective directors, owners, officers, employees, volunteers and agents who provide information or references about me to Northwest University from and against any and all liability arising from or in any way related to their disclosure of any information or opinions about me.

I authorize the University, in its efforts to process my application and to check my background, to provide a copy of this Applicant's Certification and Agreement to any person or entity, and authorize Northwest University and other parties to treat a facsimile copy of this Certification and Agreement as if it were the signed original.

I hereby acknowledge that I have read, understand, and willingly sign and agree to this document.

THIS STATEMENT CONTAINS A RELEASE OF CLAIMS AND AN OBLIGATION TO DEFEND, INDEMNIFY AND HOLD HARMLESS NORTHWEST UNIVERSITY AND OTHERS. PLEASE READ IT CAREFULLY.

Applicant's Signature _____ Date _____

Criminal History Information Supplement

Please complete this Criminal History Information Supplement. Northwest University may conduct a criminal history background check on you and request a copy of your driving record (if you will operate a commercial vehicle on the behalf of Northwest University). Northwest University shall use the background check and your driving record only in making volunteer staffing decisions. Further dissemination of the records are prohibited without your written permission. If Northwest University conducts a criminal background check through the Washington State Patrol, Northwest University will notify you of the state patrol's response within 30 days after receipt of any criminal history and allow you an opportunity to examine the results should you request it. If Northwest University uses other means to obtain your criminal history and law requires no notice to you, no notice will be provided.

Name: _____
(print) Last First MI

Social Security Number: _____ Date of Birth: _____

For purposes of answering these questions, conviction shall include any conviction in any jurisdiction, including convictions by way of trial, plea (guilty, "Alford", nolo contendre, or no contest even if they be later withdrawn), deferred prosecution, suspended sentence or stipulation. Conviction shall also include convictions that have subsequently been dismissed, expunged, vacated, reduced, mitigated, or otherwise stricken from official record. A conviction will not necessarily bar employment.

Have you been convicted of any crime within the last 10 years? Yes ☐ No ☐
If yes, explain the nature of the crime, the place, and date. (A conviction record will not necessarily bar you from employment.)

Have you ever in the last 10 years been convicted of any crime against children or other persons?

☐ Yes If yes, specify _____
☐ No _____

RCW 43.43.830(5) "Crime against children or other persons" means a conviction of any of the following offenses: Aggravated murder; first or second degree murder; first or second degree kidnapping; first, second or third degree assault; first, second or third degree assault of a child; first, second or third degree rape; first, second or third degree rape of a child; first or second degree robbery; first degree arson; first degree burglary; first or second degree manslaughter; first or second degree extortion; indecent liberties; incest; vehicular homicide; first degree promoting prostitution; communication with a minor; unlawful imprisonment; simple assault; sexual exploitation of minors; first or second degree criminal mistreatment; endangerment with a controlled substance; child abuse or neglect as defined in RCW 26.44.020; first or second degree custodial interference; first or second degree custodial sexual misconduct; malicious harassment; first, second or third degree child molestation; first or second degree sexual misconduct with a minor; patronizing a juvenile prostitute; child abandonment; promoting pornography; selling or distributing erotic material to a minor; custodial assault; violation of child abuse restraining order; child buying or selling; prostitution; felony indecent exposure; criminal abandonment; or any other crimes as they may be renamed in the future.

Have you ever in the last 10 years been convicted of crimes relating to drugs under RCW 43.43.830(6)?

☐ Yes If yes, specify _____
☐ No _____

RCW 43.43.830(6) "Crimes relating to drugs" means a conviction of a crime to manufacture, delivery, or possession with intent to manufacture or deliver a controlled substance.

Have you ever in the last 10 years been convicted of crimes relating to financial exploitation if the victim was a vulnerable adult?

☐ Yes If yes, specify _____
☐ No _____

RCW 43.43.830(7) "Crimes relating to financial exploitation" means a conviction for first, second or third degree extortion; first, second or third degree theft; first, second or third degree robbery; forgery; or any of these crimes as they may be renamed in the future. RCW 43.43.830(10) "Vulnerable adult" means "vulnerable adult" as defined in chapter 74.34 RCW, except that

for the purposes of requesting and receiving background checks pursuant to RCW 43.43.832, it shall also include adults of any age who lack the functional, mental, or physical ability to care for themselves.

RCW 74.34.020(8) "Vulnerable adult" means a person sixty years of age or older who has the functional, mental, or physical inability to care for himself or herself.

RCW 43.43.830(11) "Financial exploitation" means the illegal or improper use of a vulnerable adult or that adult's resources for another person's profit or advantage.

Have you ever in the last 10 years been found in any dependency action under RCW 13.34.040 to have sexually assaulted or exploited a minor or to have physically abused any minor?

☐ Yes If yes, specify _____
☐ No _____

Have you ever in the last 10 years been found by a court in a domestic relations proceeding under Title 26 RCW to have sexually abused or exploited any minor or to have physically abused any minor?

☐ Yes If yes, specify _____
☐ No _____

Have you ever in the last 10 years been found in any disciplinary board final decision to have sexually or physically abused or exploited any minor or developmentally disabled person or to have abused or financially exploited any vulnerable adult?

☐ Yes If yes, specify _____
☐ No _____

Have you ever in the last 10 years been found by a court of law in a protection proceeding under chapter 74.34 RCW, to have abused or financially exploited any vulnerable adult?

☐ Yes If yes, specify _____
☐ No _____

Have you ever in the last 10 years been convicted of crimes relating to the consumption of alcohol including drunken driving, driving under the influence or driving while intoxicated?

☐ Yes If yes, specify _____
☐ No _____

Have you ever in the last 10 years been convicted of any crime involving a motor vehicle? (This does not include traffic infractions.)

☐ Yes If yes, specify _____
☐ No _____

Have you ever in the last 10 years been convicted of any crime that at any time required or would require you to register with any state or other jurisdiction as a sex offender?

☐ Yes If yes, specify _____
☐ No _____

I hereby authorize Northwest University to conduct a criminal background check on me and to obtain a copy of my driving record.

I declare, under penalty of perjury under the laws of the State of Washington, that the statements above are true and correct.

_____ Signed this _____ day of _____, (year)_____
Signature

NOTICE OF NONDISCRIMINATION POLICY

NORTHWEST UNIVERSITY

Northwest University does not discriminate on the basis of race, color, national origin, age, sex, disability, or genetic information in its admissions policies. Further, it is the policy of the University not to discriminate on the basis of race, color, national origin, age, sex, disability, or genetic information in the administration of its educational programs, including employment, scholarship and loan programs, and athletic and other college-administered programs and activities. As a religious educational organization, the University reserves the right to prefer employees and prospective employees on the basis of religion, and also reserves its right to prefer students and prospective students on the basis of religion. At this time, only traditional undergraduate students are required to comply with the University's faith requirements.

If you have any questions regarding this policy, please contact either [or any, if more than two] of the following persons:

Director of Human Resources
Northwest University, P. O. Box 579, Kirkland, WA 98083-0579
425-889-5749

Office of the Provost
Northwest University, P. O. Box 579, Kirkland, WA 98083-0579
425-889-5237

Dean of Student Development
Northwest University, P. O. Box 579, Kirkland, WA 98083-0579
425-889-5234