

Europe Volunteer Event Planning Guide



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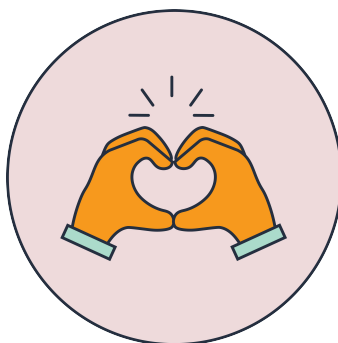
Welcome to Volunteering at Amazon in Europe!

Volunteering is one way that we can live up to our leadership principle, Success and Scale Bring Broad Responsibility. By connecting with our local communities and giving back our time, we make the world a better place. You've decided to dive deep and not just participate in a volunteer event but plan one for your team, your employee group, your site, or general Amazonians. Thank YOU for coordinating a volunteer event!

In this playbook, we'll walk you through the steps you need to coordinate your event, including:

1. **Scope:** identify your cause, nonprofit/charity/community organization, and the activity.
2. **Plan:** finalize activity details (e.g. data/time); recruit your volunteers.
3. **Participate:** day-of planning.
4. **Wrap-up:** close out communications with organization, volunteers.

This playbook is designed to help you coordinate a successful, thoughtful event in Europe. We encourage you to review the planning checklists, the communications toolkit, and the activity ideas that follow.



Global Month of Volunteering

Amazon annually hosts **Global Month of Volunteering** (GMV), an event dedicated to globally driving meaningful impact in our communities. During GMV, Amazonians across the globe come together to participate in and lead volunteer events for causes they're passionate about. We welcome you and your team to lead and participate in volunteer opportunities while connecting with your colleagues during GMV.

The resources found in this playbook are applicable for volunteer event coordinators during GMV or at any point in the year. Happy planning!



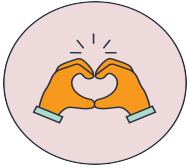
Planning Your Volunteer Event in Europe

Step-by-step guides to plan your event.



Getting Started!

We encourage all Amazonians to give back thoughtfully, and we've put together a few helpful tips and things to think about.



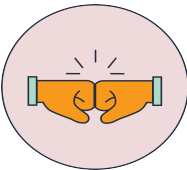
Identify the cause

Amazon volunteers unite globally to support organizations working to address key community pillars: Food Insecurity, Housing, Youth Education, Disaster Relief, Sustainability, and Diversity, Equity and Inclusion. In Europe, we concentrate our efforts in supporting organizations that support refugees and under-served and under-represented youth.



Identify an organization that supports this cause in your community

Learn and be curious! Many community organizations, like food banks or homeless shelters, may already be registered in [GIVEhub](#), Amazon's preferred platform for volunteering. Our [Volunteering Partners Quip](#) provides key details about some of the organizations we already partner with in Europe. You can also research an organization to support on your own, just be sure to [onboard](#) them if they're not already in GIVEhub.



Pick the right way to engage with the organization you select

Work backwards! Start by finding out what their greatest needs are. Organizations usually list their needs on their websites along with important details to consider. You can also call or email them directly to ask how you can help. If you have decided to work with a charity in our [Volunteering Partners Quip](#), feel free to use the existing contact details provided. Think big and consider how Amazon can uniquely fill a need they have.



Share your idea and begin planning your event

Get support from leadership and other teammates to move forward with creating a volunteer event to support your organization. Earn trust and insist on the highest standards by making sure volunteers show up and are present, following up with the organization, and raising the bar.

Not sure where to start?

Employees in Europe (excluding Germany) can complete our [AITC Volunteering Event Form](#) to receive a personalized recommendation on the best option for setting up a volunteering event for them/their team.

Scoping Check List

There are many important causes worth supporting in our communities, and you might be wondering where to start.

- **Ensure you leave 6-8 weeks to organize a volunteering event for sufficient preparation time.**
- **Identify an organization and volunteer activity**
 - ❑ Checkout [GIVEhub](#) to identify organizations.
 - ❑ Explore ideas listed in [Volunteer Activity Types](#).
 - ❑ Review our [Volunteering Partners Quip](#) for established partnerships.
 - ❑ Ask your team and/or leader for ideas (if applicable).
- **Confirm organization is listed in GIVEhub (verifies they are vetted)**
 - ❑ If the organization is not listed in GIVEhub, you can nominate them by following [these instructions](#).
 - ❑ If your volunteer event is for an Ops site and you are not using GIVEhub, reach out to your local [Ops CE team](#) for support. They will help you vet the organization, conduct risk assessment, and secure PR and Public Policy approvals.
- **Get leadership buy-in.**
- **Reach out to the organization and confirm the volunteer project**
- **Secure event budget (if applicable)**
 - ❑ All Ops sites have access to Amazon Gives grants which can be used for volunteer activities. Contact your local [Ops Community Engagement leader](#) to learn more.
 - ❑ If you need materials, lunch, and other items for your event, you will need to budget for those things.

***Please note:** Once organized, it's important you **do not cancel** your volunteering commitment as volunteers have a huge impact on the day-to-day operations of charities.*

Planning Check List

Before your event:

☐ Secure event location

- ☐ If your event will take place on Amazon's campus, submit a [Meeting and Event Request Form](#) through GREF.

☐ Create your volunteer event

- ☐ In GIVEhub (complete a short [KNET training](#) for access to create events) so that employees can sign-up to take part.

☐ Get access to a dashboard if tracking against a goal

- ☐ Access GIVEhub dashboards [here](#). For more information about GIVEhub access levels, visit our wiki [here](#).
- ☐ If using [Amazon QuickSight](#) log in with "amazonbi" as the username.

☐ Recruit your volunteers

- ☐ Make sure you abide by Amazon's [solicitation policy](#).
- ☐ Plan for about 30% volunteer attrition.
- ☐ Share your GIVEhub event link for volunteers to sign up or bulk upload participants to the event.

☐ Order [free volunteer t-shirts](#) for you and your volunteering team.

☐ Send out reminder emails one week and one day prior to your event

- ☐ Reminder email to volunteers.
- ☐ Reminder email to organization one day prior to your event with the final number of volunteers that will be participating.

Participation Check List

During your event:

- ❑ **As the coordinator, arrive early to manage last-minute logistics with the organization**
 - ❑ For virtual events we encourage you to reach out to the organization's point of contact 15 minutes before the event begins for a technical walk through.
- ❑ **Wear your Amazon volunteer t-shirt.**
- ❑ **Think big for ways to make the event engaging for volunteers.**
 - ❑ This can include ice breakers, playing music during the activity, or providing snacks and beverages.
- ❑ **Take pictures and videos**
 - ❑ All subjects included in the photos must complete a [release form](#) in order to be shared on Amazon's official marketing channels (e.g. Inside Amazon).
 - ❑ For virtual events, take screenshots of your volunteers if possible.
- ❑ **Share on social media**
 - ❑ Check out [PR's guidelines](#).
 - ❑ For corporate volunteering, use #AmazonintheCommunity and tag @InsideAmazon. If your event occurs during Global Month of Volunteering, use #AmazonGMV.
 - ❑ For Ops volunteering, use #AmazonGives and tag @Amazonvestlife.
- ❑ **Enjoy the event!**

Post-Event Check List

After your event:

☐ **Follow-up with volunteers**

- ☐ Thank them for volunteering.
- ☐ Remind them to track their time in GIVEhub.
- ☐ Share highlights, photos, and impact from the event.
- ☐ Ask them to provide feedback in our [Employee Volunteer survey](#).
- ☐ Include their manager on the email.

☐ **Provide feedback on your experience**

- ☐ Corporate employee coordinators can take our [Volunteer Coordinator survey](#).

☐ **[Share your volunteer story](#)**

- ☐ Include photos and your impact in metrics if possible.

☐ **Receive a Phone Tool Icon from AITC for volunteering**

- ☐ Data for this award is pulled from GIVEhub and uploaded on a quarterly basis. The icon will be automatically added to your profile the first month following the end of the quarter.

☐ **Follow-up with the organization**

- ☐ Send a thank you note letting them know your team was proud to support the incredible work they are doing and is looking forward to doing so again soon.

☐ **Start planning your next volunteer event. Keep the momentum going!**

Volunteering Activity Types in Europe

Explore examples of events we
frequently run.



Volunteering Activities

The following pages will provide more information around the most common types of volunteer events:

[Volunteer at a Food Bank](#)

[Cleanup Your Local Community](#)

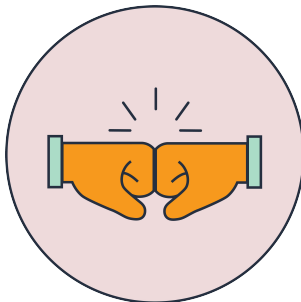
[Assemble Backpacks](#)

[Assemble Disaster Relief Kits](#)

[Champion Diversity, Equity, & Inclusion](#)

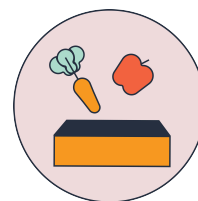
[Volunteer at an Animal Shelter](#)

[Host a Product Donation Drive](#)



[Virtual Volunteer Opportunities](#)

Volunteer at a Food Bank



Amazonians can reach out to local food banks, food pantries, and meal programs to participate in volunteer shifts at their facilities or deliver donated, non-perishable food to facilities for distribution. Opportunities may include organizing food donations, sorting and boxing food, or supporting food distribution events.

Food bank donations

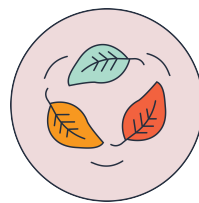
Food banks always look to collect specific non-perishable food donations and often make lists available that outline the items they need most urgently. Amazonians can request to use their site or team's available budget to obtain and deliver a selection of the items on a food bank's list and deliver them to the food bank at a designated time. Scheduling a packing event to organize the delivery is a fun way for Amazonian's to use their unique skills to support the community in a safe way.

Food bank volunteer shifts

Food banks generally have online calendars where you can review and schedule shifts for corporate groups or volunteers to go to their warehouse and volunteer to sort or distribute food in four-hour shifts.

Pro tip: In addition to food donations or on-site volunteering, you may consider making an additional monetary donation to the food bank if your budget allows. If you choose to make a monetary donation, you may consider keeping it a surprise.

Cleanup Your Local Community



Amazonians are invited to host cleanup events — collecting litter to help beautify their communities. Teams or sites can plan a single event or multiple cleanup days to engage as many Amazonians as possible. You can uplift your efforts by partnering with other sites in your city, teams, employee groups, or plan smaller gatherings to support an existing program in your community.

Activity Ideas

Browse [GIVEhub](#) for vetted nonprofits/charities in your community. Pre-approved organizations also include schools, public safety (police/fire departments), and local government programs such as parks, transportation, community development, or public health departments.

Volunteer at a community garden

Grab your gardening gloves and some friends to help plant, harvest, and weed.

Participate in a tree-planting project

Work with a local organization to plant trees in your community.

Help a school start a vegetable garden or water mitigation project

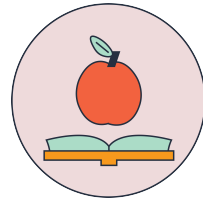
Support a charity that engages students in bio-diversity projects.

Restore a waterfront

Cleanup to remove litter from your local beach, river, or lake.

Recycling Tip: It's important to know how your litter should be sorted to ensure it's disposed of in the correct way. Confirm your local waste segregation guidelines. This differs by city.

Assemble Back to School Kits



Amazon uses backpacks as a primary vehicle to donate essential items to children. The goal of Amazon's backpack donations program has expanded in scope to provide essential items (everything from school supplies to food) to underserved students in the communities where Amazonian's work and live.

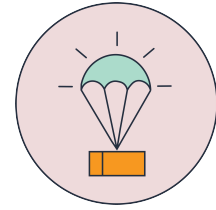
Backpacks may be allocated to any age group and could include items that the charity would like to distribute such as:

- Age-appropriate school supplies, such as pencils, notebooks, folders, stationery, markers, etc.
- Age-appropriate books.
- STEM toys, such as a puzzle or activity that stimulates creativity, promotes concentration, and encourages imagination for all ages.
- Breakfast items, such as packaged oatmeal, granola bars, etc.

Things to consider:

- Always ask the organization what items are their greatest need – never assume what's needed.
- Backpack donations require a budget and human power. You will need to secure backpacks and donation items for this activity as well as volunteers to assemble the backpacks.
- In addition to the backpack donation, you may consider making an additional monetary donation to the organization if your budget allows. If you choose to do so, you may consider keeping it a surprise.

Assemble Disaster Relief Kits



We know Amazonians want to help when disasters happen - and one of the most impactful ways for you to get involved is to host a kitting event. Kitting events engage Amazon volunteers to assemble boxes filled with essential items that have been handpicked by our nonprofit partners. Kits assembled by Amazonians can be used to provide fast relief support where communities need it most. This could include; disaster response initiatives, food banks and homeless shelters.

These events ensure Amazon is positioned to provide support to communities when they need it most. Kitting events can happen at any time and anywhere passionate Amazonians are located.

Things to consider:

- Your team will be responsible for ordering supplies, assembling uniform kits, palletizing and labeling items, and transporting the kits to a disaster relief hub or charity.
- The components in each kit are non-negotiable as the Disaster Relief by Amazon (DRbA) team worked with organizations to ensure quality and quantity to meet the community need.
- Ensure you will have volunteers and time allocated to assemble the kits. We estimate 10 volunteers can assemble 100 kits in 2 hours – including unpacking the items, assembly, palletizing, and cleanup.
- Assemble a working group to support your event, including key decision makers like team leaders and finance partners.

Champion Diversity, Equity, and Inclusion



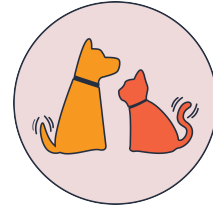
We are a company of builders and our diverse backgrounds, ideas, and perspectives are united by our mission to obsess over our customers. There are many great organizations working to advocate for underrepresented groups. When considering how you can best partner with an organization championing diversity, equity, and inclusion (DEI):

1. Educate yourself on the issues facing underrepresented groups in your community, country, or region.
2. Identify organizations working to further access for underrepresented communities and promoting diversity, equity, and inclusion.
3. Ask about their greatest needs and how volunteers can support their mission.
4. Work with the organization to create a project that makes an impact.

DEI Definitions:

- **Diversity** is the combination of unique skills, experiences, perspectives, and cultural backgrounds that makes us who we are and ultimately benefits our global customers. It's a full range of visible and invisible identities, including but not limited to gender identity and expression, race, ethnicity, nationality, physical and cognitive ability, sexual orientation, military status, education, religion, age/ generation, social or economic class, language, etc. We recognise and value that individuals and groups are not one-dimensional.
- **Equity** is the fairness of access, opportunity, and advancement for all. Ensuring equity means identifying and eliminating barriers that have prevented the full participation of some groups. It is also about ensuring that policies, practices, and systems provide all individuals access to the opportunities, resources, and recognition they need to be successful.
- **Inclusion** is providing an environment where Amazonians feel valued, trusted, connected, and informed. It's about recognising and valuing the different life experiences of our team members, and leveraging their unique competencies.

Volunteer at an Animal Shelter



Shelters and rescues provide temporary housing, care, and adoption services to animals in need. Support needed by shelters may vary, so we recommend contacting your local shelter to learn about their volunteer needs.

Opportunities may include:

Facilities Maintenance

Help clean and maintain the kennels and living spaces where animals live while at the shelter.

Animal Socialization

Spend time socialising young kittens or puppies and help acclimate them to interacting with humans.

Dog Walking

Take a dog for a walk or other outdoor excursion to receive one-on-one time outside the walls of the shelter.

Adoption Event

Work with your HRBP and Facilities Manager/Site Lead for organizing on-site adoption events.

Things to consider:

- Experience with animals is not required in order to participate. Many shelters have volunteering opportunities that do not directly interact with the animals on-site (e.g. cleaning and maintenance of the facility, office work, etc.).
- There is always risk associated when working with animals you are unfamiliar with. Shelters may require a signed liability waiver or application for volunteers that are interested in interacting directly with the animals.
- Many shelters rely on volunteers to foster animals. Time spent fostering an animal currently does not count as volunteering according to Amazon's definition of volunteering. If this is a need at your local shelter and something you're interested in, we happily encourage Amazonians to support in this way.

Collect Product Donations



Product donation initiatives allow Amazonians to donate items that support a specific community need. Individual Amazonians can secure and donate items to the event, or teams can donate product using their own secured budget.

Donation drive ideas include:

- Book drive
- Clothing drive
- Food drive
- Holiday gift drive
- School supply drive
- Toy drive

Things to consider:

- Before deciding on the type of donation event you want to host, identify an organization and ask what their needs are. Also identify what items they cannot accept.
- The volunteer event coordinator will be responsible for maintaining, collecting, and facilitating the delivery of goods to the organization.
- Work with your site leads or facilities team early to ensure you receive the necessary approvals to have a donation bin on-site. Corporate sites should submit a [GREF Event Request Form](#), and Ops sites should work with their site leadership for approvals.
- If the donation is particularly large, a third party vendor may need to be engaged to support the packing and delivery of boxes. You can also reach out to [Amazon Access](#) for special community delivery needs.
- Organizations will have different policies regarding accepting new versus used product donations. Please check with them to confirm, and communicate this clearly in the instructions to Amazonians who are donating.

Helpful Tip: Check out the [Manual Donations SOP](#) on Amazon Policy for a deeper dive.

Virtual Volunteer Opportunities



Not all volunteering needs to happen in-person. Many organizations offer virtual or hybrid (combination of in-person and virtual) options. When working with them, ask if they prefer in-person, virtual, or hybrid volunteering. Below are some benefits and tips to consider:

Benefits of virtual volunteering (to name a few):

- Removes geographical barriers to volunteering.
- Access to an increased network of potential volunteers regionally.
- Provides an alternative way to give back for those who are not comfortable with, or who cannot gather in-person.
- Greater flexibility in scheduling, and time saved traveling.

Things to consider:

- Consider what platform or tools are needed to facilitate the virtual volunteer opportunity. Does the organization have a license to a tool (such as Amazon Chime), or will they need support identifying and adopting a new tool?
 - If hosting an orientation session, we recommend having a 1) main presenter, and 2) moderator who manages the back end logistics and questions in chat.
 - Share prior to the event if video will be mandatory or optional.
- For hybrid volunteer opportunities:
 - What steps will you take to provide an inclusive experience to both Amazonians in the room, as well as those online? If volunteers are joining on video, consider having everyone in the room turning on their individual laptop cameras as opposed to using the meeting room camera.

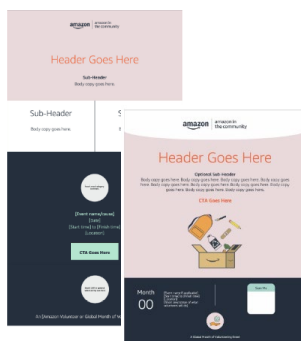
Resources and Tools

For communicating details and promoting your event.



Communications Toolkit

Use our [volunteer communications toolkit](#) for planning and communicating your event. With step-by-step instructions, you'll have the resources you need to create a cohesive look-and-feel for your event and better ensure participation. We encourage you to customize these resources and messages to fit the unique needs of your event.



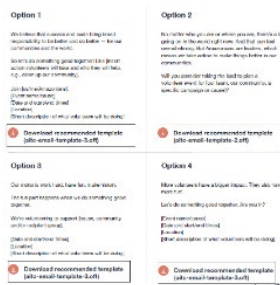
Email, Poster, and Flyer Templates

Choose from email templates, messaging options, as well as posters and fliers to better communicate your event. Find more resources for planning, post-event, and more.



Iconography, Banners, and More

Imagery can take your messaging to the next level. Dozens of options are available to you, including icons by specific volunteer type, email banners, illustrations, and more.



Sample Language

You want your message to stick. That's why we've provided messaging options that will resonate with your volunteers. You can always customize the messaging to meet your own needs.

Sample Email

For more sample emails and communication resources, please check out our [Communications Toolkit](#).

Outreach to a New Organization

I'm with the Amazon [team or type of site] here in [city]. I'm reaching out as our employees are interested in supporting the local community, and we know [name of organization] is doing a lot of great work.

I would love to learn more about ways our employees can get involved with [name of org.]. Do you have any upcoming opportunities or projects that could use additional volunteers?

Let me know if you have availability for an informational call to learn more about your organization, and I look forward to hearing from you!



Sample Emails

For more sample emails and communication resources, please check out our [Communications Toolkit](#).

Reminder Emails

Week before reminder:

A week before the event, contact the volunteers and provide the following information. The recommendations below will vary depending on if you are meeting in-person or virtually. For events using GIVEhub, this information should also be on the GIVEhub event page.

- Give an overview of what they will be doing and include a link to the charity's website.
- Remind volunteers of date, time, location, and parking information.
- Include the meeting location and time. We recommend meeting 15 minutes before a shift begins for in-person volunteering, and logging on a few minutes early for virtual volunteering.
- Let volunteers know where they can pick up their t-shirts, if applicable.
- Ask volunteers to confirm their participation.
- Share the Amazon project lead's contact information.
- Include any health and safety information or waivers required by Amazon and the event location.

Day before reminder:

The day before the event, remind volunteers that you are looking forward to seeing them at the event and invite them to reach out if they have any questions.

- Remind them to take pictures and post to social media, including any relevant hashtags.
- Remind them to wear their volunteer t-shirts.
- Let volunteers know exactly where to go, e.g., the room they should come to when they arrive at the volunteering location.
- Encourage volunteers to bring their own water and snacks.

Corporate FAQs

1) Where can I find a high-level overview of the planning steps required to setup a volunteer event?

Visit the [AITC Planning Essentials](#) page and then you'll be on your way!

2) I'd like to plan an event for my team or group. Do you have any tips for me?

We recommend finding a cause or event that fits your team's passion area. If it's something your team is deeply interested in, you'll be more likely to recruit them to volunteer. Find more tips for teams and groups at our [Team Tips](#) wiki.

3) How do I post a volunteer event in the Amazon volunteer portal for my colleagues to join?

To gain the GIVEhub permissions necessary to create and promote an event, you need to complete the [KNET training](#). After completing, your permissions will automatically be granted within two-three days.

4) Where can I learn more about Global Month of Volunteering?

Visit the [AITC Global Month of Volunteering](#) wiki page for additional details on this year's GMV.

5) What else can I do?

- Donate. Salaried, blue-badge employees can make personal donations via one-time and recurring payroll deductions through GIVEhub. [Learn more.](#)
- Stay informed. Sign-up for our [volunteering newsletter](#). Join our [Slack group](#) for volunteer coordinators. Read the latest volunteer article on [Inside Amazon News](#).
- Start planning your next volunteer event. Keep the momentum going!

Ops FAQs

1) What is Amazon Gives?

Amazon Gives is a global employee engagement program that supports our most passionate Ops employees as they make an impact in their communities across all Ops business lines. Amazon Gives strives to make it easy and impactful for Ops employees to do good in their community. Please note that the nomenclature "Amazon Gives" should be used for internal purposes only. When communicating externally, we should refer to ourselves as Amazon. [Register your site](#) to join the Amazon Gives network and receive the latest tools and resources for engaging your community! Browse more resources on their [wiki](#).

2) What business lines can participate in this program?

All Ops employees are welcome to volunteer, including those from Customer Fulfillment, Amazon Logistics, Amazon Transportation Services, Global Specialty Fulfillment, and Physical Stores. If your business line has your own community engagement team, please refer to those leaders for how to best leverage Amazon Gives and support your community.

3) Where can I get more information on global campaigns throughout the year?

Ops Community Engagement's (Ops CE) global campaigns engage associates and site teams through hyper-local activities that support underserved and underrepresented populations in the communities where we operate: Earth Month in April, Amazon Goes Gold for Kids with Cancer in September, and Peak Giving in November/December (kicks off on Giving Tuesday). Visit the [Global Campaigns wiki page](#) to learn more.

Ops FAQs Continued

4) Is Amazon Gives a separate program from other business line-based community programs?

We recognize that there are multiple existing community engagement programs across the Ops network. Amazon Gives works to enhance and provide support to these various business teams by offering resources, tools, and consultation to encourage engagement in the communities where Ops employees live and work. By signing up, your site gets added to the network of Amazon Gives chapters allowing added benefits and access to new information and tools.

5) Can more than one site be in a chapter or can we have multiple chapters at one site?

Each participating site is considered to be its own, unique Amazon Gives chapter. We absolutely encourage multiple sites/chapters to collaborate on local volunteer projects to create an even greater impact. Chapters are operation sites that have been registered to join the Amazon Gives program. Community ambassadors within the node are recommended to meet quarterly to grow impact and collaborate across sites.

6) Can I join Amazon Gives as an individual?

Amazon Gives is a network of Ops sites and the employees that make up each location. Check to see if your site is an Amazon Gives chapter and if so, connect with your site's Amazon Gives Ambassador to get engage! If not, encourage your site to participate and see if you serve as an Ambassador or on the Community Committee.

7) How do I access GIVEhub via A to Z?

Ops teams can use GIVEhub to search for organizations in your community.

1) Go to the A to Z app. 2) Tap "All Resources." 3) Scroll to "Amazon GIVEhub." 4) Sign in. 5) You made it! 6) Search for opportunities near you.

Amazon's Definition of Volunteering

At Amazon, we have two types of volunteering:

Individual volunteering = Donation of time that is undertaken (1) of free will, for (2) for general public good, and (3) where personal monetary reward is not the principal motivating factor.

Company volunteering = Donation of time that is undertaken (1) of free will, for (2) for general public good, and (3) where personal monetary reward is not the principal motivating factor, (4) with Amazon's support, and (5) where the primary benefit is not to Amazon's business.

Note: Broadly, the difference between individual volunteering and company volunteering is that individual volunteering are activities that Amazonians do on their own. Company volunteering is Amazon-supported, may/may not happen during work-hours, and Amazonians may/may not be paid while volunteering.

Definitions:

- **(1) Free will:** Amazonians are given the opportunity to opt in or opt out of participation without negative consequence.
- **(2) General public good:** Actions that benefit only the person who volunteers or that cause harm to society do not meet this criterion.
- **(3) Monetary reward is not the principal motivating factor:** While Amazonians may receive a wage or salary while volunteering, no incremental wage or salary is expected in return for participation.
- **(4) Amazon's support:** Amazonians may volunteer during work hours with manager approval, and leverage Amazon funding, tools, resources, and/or space to support the volunteer activity.
- **(5) Primary benefit is not to Amazon's business:** Amazonians are not performing the volunteering as part of their typical scope of work, and neither Amazon nor Amazonians are primary beneficiaries of the volunteer activity.

What's Included & What's Not

What's considered volunteering (individual or company volunteering):

- Amazonians participating in local fire brigades or serving food at local food banks.
- Amazonians servicing on as board members of organizations.
- Amazonians using their skills to support organizations and their customers (i.e. legal pro bono work).
- Amazonians organizing volunteer events.
- Amazonians participating in walks/runs and other activities that result in funds raised for organizations.
- Amazonians donating goods or blood.
- Amazonians participating in training to support a volunteer activity (i.e. training to work with at-risk youth being a requirement as part of the volunteering commitment).

What's not considered volunteering:

- Amazonians making financial donations to organizations, without an accompanying donation of time.
- Amazonians learning about a cause or organization and the learning is not a requirement in support of a volunteer event (i.e. lunch and learn or a networking event about challenges at-risk youth face).
- Amazon Gives ambassadors organizing volunteer activities for their site.
 - Reason: typical scope; no opt out.
- Amazonians from community-focused teams (i.e. AITC, Ops CE, AWS Disaster Response), PR/Comms, HR, Finance, Legal supporting Project Stork.
 - Reason: typical scope, no opt out.



Thank You

We couldn't do this without you.

Corporate questions? [Submit a SIM here.](#)

Ops questions? [Email them here.](#)

