



## AmeriCorps Member's Rights and Responsibilities

Like any group of individuals working together, AmeriCorps members must follow certain rules and regulations in order to be effective. The rights and responsibilities listed below are merely illustrative, and your project director may identify others.

### **Rights:**

- Participation in the Corporation and its programs and projects must be based on merit and equal opportunity for all, without regard to factors such as race, color, national origin, sex, sexual orientation, religion, age, disability, political affiliation, marital or parental status, military service, or religious, community, or social affiliations.
- You have a right to reasonable accommodation for disabilities. Programs must furnish reasonable accommodations for the known physical and mental limitations of qualified AmeriCorps members.
- If you believe your rights have been violated, you may report such violations to the directors of your program, who must establish and maintain a procedure for filing and adjudicating certain grievances. You may also file discrimination-related grievances with the Equal Opportunity Counselor of the Corporation for National and Community Service at (202) 606-5000, ext. 312 (voice), or (202) 606-5256 (TTY).

### **Responsibilities:**

- To earn an education award, you must satisfactorily complete your program requirements and your term of service (either 300 service hours for minimum time or 450 service hours for quarter time).
- Satisfactory service includes attendance, compliance with applicable rules, a positive attitude, quality service, and respect toward others in the program and in the community.
- You may be asked to sign a contract stating your rights and responsibilities while in AmeriCorps. You must abide by this contract and follow the rules of your program. You may be suspended or terminated if you violate the stated rules of behavior.

## Prohibited Activities

There are certain activities, including lobbying, political, or advocacy activities, that you may not perform as an AmeriCorps member. Generally, you may not engage in any conduct that would associate the national service program or the Corporation for National and Community Service with any prohibited activity.

As an AmeriCorps member, you may **not**:

- engage in any effort to influence legislation, including state or local ballot initiatives or lobbying for your AmeriCorps program; for example, you may not organize a letter-writing campaign to Congress;
- engage in partisan political activities or other activities designed to influence the outcome of an election to any public office;
- organize or take part in political demonstrations or rallies;
- organize or participate in protests, petitions, boycotts, or strikes;
- assist, promote, or deter union organizing;
- impair existing contracts for services or collective bargaining agreements;
- participate in, or endorse, events or activities that are likely to include advocacy for or against political parties, political platforms, political candidates, proposed legislation, or elected officials; for example, you may not print politically charged articles in a Corporation-funded newsletter;
- perform clerical work, research, or fundraising, except if incidental to your direct service activities;
- engage in religious instruction; conduct worship services; provide instruction as part of a program that includes mandatory religious instruction or worship; construct or operate facilities devoted to religious instruction or worship; maintain facilities primarily or inherently devoted to religious instruction or worship; or engage in any form of religious proselytization; or
- provide a direct benefit to a for-profit entity, a labor union, a partisan political organization, or, in general, an organization engaged in the religious activities described in the preceding bullet.
- engage in voter registration.

There are also several types of activities that your program may **not** assign to you, such as:

- activities that pose a significant risk to you or other participants;
- assignments that displace employees;
- internships with for-profit businesses as part of the education and training component of the program; and
- any of the prohibited activities mentioned above.

Like other private citizens, you may participate in the above-listed activities on your own time, at your own expense, and at your own initiative. However, you may not wear your AmeriCorps t-shirt or other service gear in such instances. You are expected to maintain a code of conduct and professional behavior at all times. Violations of this expectation could result in early termination or suspension.