

Terms & Conditions

Volunteer at Heartland Festival 2022



The rules at Heartland support the common rules that apply for good behavior in society. Please always take on references from our security team – they are there to take care of all of us and make sure we all have an amazing experience at Heartland.

In case of violation of the Terms & Conditions below as well as common ethical rules of our society, we reserve the rights to blacklist you, cut your wristband and/or charge you a fee of 2535 kr.

AGE

I have turned 18 years old before my first shift.

WORK HOURS AND SHIFTS

I am informed that:

- If my shifts are located *before* the festival, they make up approximately 20 hours.
- If my shifts are located *during* the festival, they make up approximately 12 hours.
- If my shifts are located *after* the festival, they make up approximately 12 hours.

SIGNING UP, CONTACT, ATTENDANCE AND DEREGISTRATION

I am informed that:

- The deadline for declining is May 20th 2021 at 12:00 the latest. Hereafter my application as volunteer is binding.
- Heartland can contact me through email, phone calls and texts.
- I am not allowed to not show up to my shift without having been in contact with my volunteer coordinator. This must be done by a phone call if there is less than two days until my shift.
- I must show up on time.
- If I fall ill or experience unpredicted circumstances that prevents me of showing up to my shift, I promise to call my volunteer coordinator as soon as possible. This

must be done by a phone call.

- Heartland can, under special circumstances, demand to see a medical report. This is by my own expense.
- Heartland can in the case of my absence, late declining or violation of Terms & Conditions blacklist me as a volunteer, cut my wristband and/or charge me a fee of 2535 kr.

PSYCHEDELIC DRUGS, ALCOHOL AND VIOLENCE

I am informed that:

- The use of and trade with psychedelic drugs are prohibited. If I experience either using or trading, I must contact my volunteer coordinator or the security staff at site as soon as possible.
- I am prohibited from showing up to my shift drunk, as well as drink alcohol during my shift.
- It is prohibited to give items away from a stall, bar or else at Heartland. If you serve free alcohol, other beverages or food, it will be looked upon as theft.
- It is prohibited to bring your own beverages at the festival site – with or without alcohol.
- Violence, fights, threats and vandalism are not acceptable at Heartland. Heartland does a lot to make sure that all guests have a safe and secure festival, which is why these terms are equal for all volunteers. In case of violation of these terms I will be expelled and have my wristband cut.

VALUABLES

I am informed that:

- It is my own responsibility if I bring valuables to Heartland.
- All volunteers at Heartland are insured through the statutory Worker's Compensation Insurance. It covers injuries – but not private items. Do you for example bring your computer to Heartland, it is your own responsibility.

PRESSE AND ARTISTS

I am informed that:

- It is prohibited to bring recorders, video cameras, and professional photo equipment without permission. Small digital video cameras (pocket size) and mobile phones are allowed.
- It is prohibited to photograph artists, ask for autographs or in other ways contacting them. Please respect the artists' private life.
- All communication with press must take place through the board. Therefore, I am prohibited from making a statement to the press about Heartland Festival on behalf of Heartland Festival.