



Humanity First USA & Humanity First Student Organization Memorandum of Understanding 2026 – 2027

Humanity First USA (HF-USA) and Humanity First Student Organization (HFSO)

The purpose of this Memorandum of Understanding ("MOU") is to establish a partnership between Humanity First USA and HFSO to work collaboratively on achieving shared goals and objectives, and to do so with an established standard of communication and interaction.

MISSION

Humanity First USA is an international volunteer run 501(c)(3) nonprofit humanitarian aid organization that aims to relieve suffering caused by natural disasters or human conflict, promote peace and understanding, and strengthen people's capacity to help themselves. The organization serves disaster-stricken and socioeconomically disadvantaged people in over 50 countries across the globe regardless of race, religion, or political allegiance.

The overall mission of Humanity First Student Organizations (HFSOs) is to help restore and empower disadvantaged communities locally as well as across the globe by providing vital resources, such as food, water, education, and healthcare needed for the communities to become self-sustaining in the long run. Moreover, HFSOs aim to increase awareness amongst their student populations for the challenges and inequalities that exist around the world as an initial step towards overcoming them.

PURPOSE AND SCOPE

By supporting HFSOs, Humanity First USA provides students the platform to engage with their communities in meaningful and impactful ways at multiple scales, from their local communities to foreign nations. Through HFSOs, students can become involved in spreading awareness, undertaking disaster relief efforts, and developing human development projects for the socially disadvantaged. HFSOs will collaborate with Humanity First USA in their undertakings, both for HF-USA's ability to record and track progress of projects, as well as for HFSOs to effectively utilize HF-USA's resources. The purpose of this MOU is to establish this mutual understanding of coordination between HF-USA and HFSO.

RESPONSIBILITIES AND EXPECTATIONS

Below are the basic expectations from each party:

Humanity First USA agrees to:

- ❖ Provide guidance, advisory, and/or financial support to the HFSO's effort to raise funds and awareness of HF-USA programs and local initiatives
- ❖ Provide the platform to student volunteers to undertake national/international missions under HF Medical, Gift of Sight, Knowledge for Life, and water well installations (as well as any other approved HF mission) to underserved countries provided the condition of that country is safe

HFSO agrees to:

- ❖ Not apply for a 501(c)(3) status
- ❖ Not use the HF-USA EIN number to open a student bank account
- ❖ Maintain a student bank account and apply for its own EIN number to maintain funds from any awarded grants and/or collected membership fees
- ❖ Seek approval from HF-USA before adopting an HF program or fundraising for an HF USA program/initiative
- ❖ Raise funds according to the finance guidelines provided by HF-USA for HF-USA initiatives. i.e. such funds should come directly to the HF-USA account, so tax exempt receipts can be provided to the donors
- ❖ Conduct activities, fundraisers or community service, according to the guidelines provided in the HFSO Constitution and policy and procedures set forth by HF-USA
- ❖ Adhere to the established Code of Conduct during all HFSO initiatives, events, community service, medical missions and disaster relief projects locally or internationally
- ❖ Be responsible for any international mission expenses and airfare
- ❖ Submit finance reports to Humanity First USA 2 times per semester (once mid-semester and once end-of-semester) to ensure compliance with all HF-USA finance guidelines

CODE OF CONDUCT

In addition to the above responsibilities and expectations that rest upon the HFSO, students involved with the organization are expected to comply with HF USA's standard of ethics. The responsibility to ensure compliance with HF-USA's outlined code of conduct rests with the HFSO student leaders.

As representatives of both the university and HF-USA, students must maintain a focus on the expectation to conduct themselves according to the highest standards of integrity and morality. Agreeing to serve as a member of the HFSO means that one is agreeing to adhere to and abide by the guidelines, policies and procedures of Humanity First USA.

Ethical conduct is the fundamental expectation from all HFSO members and volunteers. HFSO members and volunteers are expected to:



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- ❖ Conduct themselves according to the highest ethical and professional standards - Be accountable for their actions
- ❖ Communicate ethical standards of conduct through instruction and example
- ❖ Adhere to a professional and respectful dress code during all HFSO activities
- ❖ Refrain from any behavior or activity that would hinder one's ability to serve HF-USA's and HFSO's mission
- ❖ Be respectful and professional in dealing with others
- ❖ Follow instructions of Humanity First USA staff during disaster relief or humanitarian missions
- ❖ Abstain from making derogatory comments or getting involved in arguments regarding people, politics, sports, religion, race, or traditions
- ❖ Refrain from smoking, alcohol consumption, or illegal drugs at any time during HFSO activities
- ❖ Refrain from seeking inappropriate relationships with any individual encountered during Humanity First activities, whether it is a local or international project
- ❖ Be flexible, as one may encounter difficult situations during activities and circumstances may result in a change of plans.
- ❖ Be mindful of the diversity among the members and volunteers by treating all equally
- ❖ Abide by all specific guidelines and codes of conduct provided by HFSO and Humanity First USA prior to missions

USE OF HUMANITY FIRST USA'S TRADEMARKS

HF-USA hereby grants the HFSO a nonexclusive, nontransferable right to use the trademarks and service marks of Humanity First USA as set forth on Exhibit A (collectively, the "Marks"), (which Exhibit may be updated from time to time by HF-USA upon written notice to the HFSO) pursuant to the terms and conditions set forth below:

- ❖ HFSO shall provide HF-USA with examples of use of the Marks for review and approval. HFSO understands that it may only use the Marks as approved by HF-USA.
- ❖ HFSO understands that HF-USA owns all right, title and interest in and to the Marks, and that HFSO obtains no ownership rights pursuant to its use of the Marks.
- ❖ HFSO shall not attack HF-USA's ownership of the Marks.
- ❖ HFSO agrees that it will use the Marks in a professional manner in accordance with all applicable laws, rules and regulations.
- ❖ HFSO agrees that it will not engage in any deceptive, misleading or illegal or unethical practices that are or might be detrimental to HF-USA or the Marks. - HF-USA has the right to terminate this MOU and specifically this trademark license at any time upon written notice to HFSO. HFSO shall cease all use of the Marks upon termination.

TERMS AND CONDITIONS

The terms and conditions of this MOU will be effective on the date of execution. It shall be reviewed annually on an on-going basis to ensure that it is fulfilling its purpose and to make any necessary revisions.

In order for an HFSO to maintain active and recognized status from Humanity First - USA as well as be able to use the name "Humanity First", among other permissions, the HFSO must renew its Memorandum of Understanding (MOU) at the beginning of every academic year through the HF USA Student Division. Additionally, Humanity First - USA owns all rights to use the name of "Humanity First" among student organizations.

Failure to renew the MOU can result in removal of active or recognized status of the HFSO as well as a delay in access to resources and funds that would otherwise be available to HFSOs that have renewed the MOU. Furthermore, Humanity First - USA reserves the right to revoke a student organization's usage of its name due to any non-compliance.

AUTHORIZATION

The signing of this memorandum of understanding is not a formal undertaking. It implies that the signatories will strive to reach, to their best ability, the objectives stated in this MOU.

HUMANITY FIRST STUDENT ORGANIZATION (HFSO) AT: _____

HFSO PRESIDENT/EXECUTIVE DIRECTOR: _____ (Print Name)

SIGNATURE: _____ **DATE:** _____

_____ BELOW IS ONLY FOR HUMANITY FIRST USA EXECUTIVE TEAM MEMBERS _____

Humanity First USA Liaison Name: Naila Humayun

Liaison Signature: _____ Date: _____