



Volunteer Agreement, Release and Waiver of Liability

This is a Volunteer Agreement and a Waiver and Release of Liability executed on this date _____ by _____ (the Volunteer) and if applicable in conjunction with _____ (the parent or legal guardian of the volunteer), in favor of The Humane Society of Jackson County (HSJC), an animal rescue organization, their directors, officers and agents collectively known as "HSJC".

I desire to work as a volunteer for HSJC and engage in the activities related to being a volunteer. I understand the activities may include but are not limited to handling animals, cleaning cages, walking dogs, attending offsite adoption and fundraising events, participating in fundraising/food/supply drives, soliciting donations, working at HSJC locations, assisting in the display and adoption of animals at **various locations including but not limited to stores and festivals**, transporting animals from one location to another (if of legal driving age and having a valid license and insurance) and other duties and activities as the need arises.

I hereby freely, voluntarily and without duress execute this Release under the terms below:

Release and Waiver

I do hereby release and forever discharge, hold harmless and indemnify HSJC and its successors and assigns from any and all liability, claims, suits and demands of whatever kind of nature, either in law or in equity, which arise or may hereinafter arise from my activities with HSJC.

Medical Treatment

I do hereby release, hold harmless, indemnify and forever discharge HSJC from any claim whatsoever which arises or may hereafter arise because of any first aid, treatment, or services rendered in connection with my activities with HSJC.

Assumption of Risk

I understand that the activities include work that may be hazardous, including but not limited to, handling frightened animals, cleaning feces, urine and vomit, bites and/or scratches, moving cages and crates, bending, stooping, lifting, walking dogs, transporting animals, transporting equipment and other activities involved in the handling of animals or setting up for events. I hereby expressly and specifically assume the risk of injury or harm in the activities and release HSJC from all liability of injury, illness, death or property damage or loss resulting from the activities directly or indirectly and shall forever hold harmless and indemnify HSJC from the same.

Photographic Release

I do hereby grant and convey unto HSJC all rights, title and interest into any and all photographs, images, video and audio recordings made by HSJC during the my activities with HSJC including but not limited to any royalties, donations, proceeds or other benefits derived from such photographs or recordings. I further permit HSJC to publish said images, recordings and videos at will on its website, social media sites, marketing materials and in other media for advertising and other use as HSJC deems appropriate in its sole discretion.

Other

I expressly agree that this Release is intended to be as broad and inclusive as permitted by the laws of the State of Georgia and that this Release shall be governed by and interpreted in accordance with the laws of the State of Georgia. I agree that in the event that any clause or provision of this Release shall be held to be invalid by any court of competent jurisdiction, the invalidity of such clause or provision shall not otherwise affect the remaining provisions of the Release, which shall continue to be enforceable.

I am at least **18** years of age and understand that if I am not, then I must be accompanied by a Parent or Guardian of Legal Age who also agrees to these terms set herein.

There are numerous animal care needs within the Humane Society of Jackson County (HSJC) that are typically fulfilled by volunteers who work with companion cats and dogs. To safely and effectively serve as a volunteer at the Humane Society, or in the community with animals, volunteers need to possess the capacities to handle animals who may be boisterous and unpredictable. The volunteer's signature on this form indicates he/she believes he/she possesses these basic capabilities.

Volunteers who work with animals understand that they may need the following capabilities:

- A. Quick reflexes and ability to use both hands simultaneously (example: open cage door while handling animal) with levels of manual dexterity to leash/harness animals.
- B. Ability to walk unaided on uneven, rugged and sometimes slippery exercise yard and lawn areas (when walking dogs outdoors).
- C. Ability to bend and squat in order to leash/harness and pick up an animal as well as being able to stand for significant periods of time while walking dogs, assisting the public.
- D. Have average vision to move safely around and in order to be able to observe animal body language without difficulty.
- E. Must have the ability to hear if animal is growling or making sounds indicating fear or pain.
- F. Must have the ability to speak (and effectively communicate verbally as well as in written form.)
- G. Must have the ability to handle and restrain animals of small to large size (up to 110 pounds) with extreme caution and care. (This requires average vision, hearing, steadiness of hands and body, quick reflexes, physical strength, and mental alertness.)
- H. Must be healthy enough to handle dogs, cats or other companion animals (that can't be managed by medication) and to tolerate chemicals used in grooming or cleaning.
- I. Must possess immune system strong enough to tolerate exposure to zoonotic diseases such as ringworm and mange.
- J. Must have the ability to follow instructions and procedures.
- K. Just be aware of potentially dangerous situations when working with the animals, must be able to remain calm with animals who are upset; behave sensitively and confidently; show good judgment and act appropriately in these situations.

Additional Volunteer Liability Waiver Stipulations:

If accepted as a volunteer with the Humane Society of Jackson County (HSJC), submission of this application indicates that I have read, understand, and agree to the following:

- I agree that the information provided in this application is accurate and true.
- I agree to keep all information concerning other volunteers, donors, adoptive families and anyone having business with HSJC confidential at all times.
- I agree to attend all required training sessions and/or volunteer meetings.
- I will treat all animals, volunteers and staff with respect and I will work as a team member.

- . I have not been convicted of any crime against animals or children or a crime violent in nature.
- I will abide by all HSJC policies and procedures and follow the directions/instructions of the (shelter director) and staff.
- I agree to be supervised by the appropriate staff and will report any problems that arise directly to the volunteer coordinator or the staff member in charge.
- I understand the possible risk of bringing home illnesses from the Humane Society and or events to personal pets or vice versa and must have current vaccinations for my pets at home.
- I understand the potential safety risks of working with animals and that I may not bring friends or relatives with me while working at a function or a facility unless that person is my Parent or Guardian as deemed necessary.
- I authorize HSJC to seek emergency medical treatment for me in case of accident, injury, or illness.
- I agree to indemnify and hold harmless the Humane Society of Jackson County, their Boards of Directors, officers, agents, and employees from and against any and all liability whatsoever arising out of or related to my duties under this agreement or for any negligent act or omission by HSJC, their Board of Directors, officers, agents, and employees.
- If I fail to abide by the terms of this Agreement or am otherwise unable to meet the requirements of the volunteer program, which are subject to change by HSJC from time to time, I understand that I will be terminated from the program. I also understand that I may at any time be removed from my position as a volunteer at the sole discretion of the event coordinator, the manager, or the volunteer coordinator.
- . I agree when conducting any volunteer activities including but not limited to transporting animals, transporting supplies, transporting other volunteers or traveling to or from HSJC events, that my vehicle will be properly licensed by the state of Georgia, I will have a current legal driver's license and the minimum insurance coverage required by the state of Georgia.
- . I agree to HSJC volunteer Code of Ethics. Should I display unprofessional, dishonest, disrespectful behavior or exhibit a lack of self-discipline, at any HSJC event/function, I will be asked to leave the premises/event location. As a Humane Society of Jackson County volunteer, I pledge to: Respect myself and others, keep safety in mind at all times, to communicate with staff, other volunteers and the public in a polite and professional manner, guard the welfare of all animals at all times and keep all commitments made to HSJC. By volunteering, I am making a commitment to staff, other volunteers and animals to carry out, to the best of my abilities, the tasks I have pledged to perform.

By signing below, I, the Volunteer and if applicable, the parent/guardian, have read, understood, and executed this Release as of the date written above.

Volunteer Signature _____ Date _____

Parent/Guardian Signature _____ Date _____

(If Volunteer under 18 and requires Parent/Guardian on premises at all times as well)