

Pug Hollow Volunteer Waiver

I, the volunteer, hereby agree to accept a position in a VOLUNTARY capacity as a VOLUNTEER for PUG HOLLOW SANCTUARY (hereinafter referred to a "PUG HOLLOW"). I understand that the term VOLUNTARY means that I render actions or services to PUG HOLLOW with charitable motives. I understand that VOLUNTEER means a person who freely chooses and renders services to PUG HOLLOW in a voluntary capacity. I understand that if I am a FOSTER for a PUG HOLLOW dog, I am considered to be a VOLUNTEER for PUG HOLLOW.

I fully understand that as a part of my volunteer work with PUG HOLLOW I will come into contact with animals either by directly handling them, fostering or through assisting in their care and adoption. Further, I understand that working with animals carries a risk of injury, and that it is possible that I may be bitten, scratched and/or otherwise injured.

I fully understand that as a volunteer and/or foster home for PUG HOLLOW, my family and or guests in my home may come into contact with animals in my care, and that it is possible that I/they may be bitten, scratched and/or otherwise injured. I also recognize that having animals in my home as fosters may result in damage to my home.

In my role as volunteer/foster for PUG HOLLOW I may be required to transport an animal or animals to or from veterinarian appointments, adoption events etc. I will ensure that the animals in my care are properly secured in my vehicle whether in a carrier, a crate or leashed. I understand that I am solely responsible for my vehicle and its contents during the time I am transporting animals.

1) **Waiver and Release.** I, the volunteer, release and forever discharge and hold harmless PUG HOLLOW and its successors and assigns from any and all liability, claims, and demands of whatever kind or nature, either in law or in equity, which arise or may hereafter arise from my volunteer work at PUG HOLLOW. I understand and acknowledge that this Agreement discharges PUG HOLLOW from any liability or claim I may have against PUG HOLLOW with respect to bodily injury, personal injury, illness, death, or property damage that may result from participation in my provision of volunteer services with PUG HOLLOW.

2) **Insurance.** I understand that PUG HOLLOW does not assume any responsibility or obligation to provide me with financial or other assistance, including but not limited to medical, health, or disability benefits or insurance of any nature in the event of injury, illness, death, or property damage. I expressly waive any such claim for compensation or liability on the part of PUG HOLLOW beyond what may be offered freely by PUG HOLLOW in the event of such injury or medical expenses incurred by me.

3) **Medical Treatment.** I hereby release and forever discharge PUG HOLLOW from any claim whatsoever which arises or may hereafter arise on account of any first-aid treatment or other medical service rendered in connected with an emergency during my tenure as a volunteer with PUG HOLLOW.

4) **Assumption of Risk.** I understand that my tenure as a volunteer with PUG HOLLOW may include activities that may be hazardous to me including but not limited to, handling domestic animals, construction activities, and loading and unloading of heavy equipment and materials. Also, I recognize and understand that my tenure as a volunteer with PUG HOLLOW may, in some situations, involve inherently dangerous activities. As the volunteer, I hereby expressly assume the risk of injury or harm in these activities and release PUG HOLLOW from any and all liability for injury, illness, death, or property damage resulting from my tenure as a volunteer with PUG HOLLOW.

5) **Relationship with PUG HOLLOW.** I do hereby acknowledge that I do not have any employment relationship with PUG HOLLOW and that I do not expect to receive any offer of employment, entitlement, benefits, or compensation for my work as a volunteer with PUG HOLLOW.

6) **At Will Service.** I do hereby acknowledge that my service and work provided to PUG HOLLOW is performed of my own free-will and volition. As such, I may be asked, at any time and for any reason, to cease my activities with or without notice.

7) **Individual Responsibility.** I recognize that it is my personal responsibility to conduct myself within the confines of all applicable federal, state, and local laws during my tenure as a volunteer with PUG HOLLOW. In addition to this, I acknowledge and understand it is my responsibility to be familiar with

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and adhere to all relevant PUG HOLLOW policies, procedures, and other relevant documentation, including but not limited to, the PUG HOLLOW by-laws. Furthermore, I do hereby acknowledge and understand that it is my responsibility to immediately notify a designated agent of PUG HOLLOW (such as a staff member or volunteer Supervisor) if I am witness to or a participant in any activity during my tenure as a PUG HOLLOW volunteer that may jeopardize the safety and wellbeing of myself, animals and/or others, as well as the successful operation of PUG HOLLOW, including but not limited to any illegal or illicit activities, unsafe work procedures and conditions, abuse/neglect to the animals ,etc. Also, I do recognize and understand that my acknowledgement of such instances and activities does not remove from me my responsibility related to such instances and activities as outlined herein.

I will indemnify, defend, and hold Pug Hollow harmless from and against any claims, lawsuits, injuries, damages, losses, costs, or expense whatsoever sustained by any companion animal or any person in connection with my intentional misconduct or grossly negligent performance of volunteer activities for Pug Hollow or with my breach of Pug Hollow's rules, regulations, policies, and programs.

8) **Photographic Release.** I do hereby grant and convey unto PUG HOLLOW all right, title and interest in any and all photographic images and video or audio recordings made by PUG HOLLOW during my tenure as a volunteer with PUG HOLLOW.

9) **Confidentiality.** I do hereby understand and acknowledge that during my tenure as a volunteer with PUG HOLLOW, I may have access to Confidential Information not generally known to the public concerning the business of PUG HOLLOW. I do hereby agree that during my tenure as a volunteer with PUG HOLLOW and all times thereafter, I will hold PUG HOLLOW Confidential Information in strict confidence, and will not disclose or use such information outside of the scope of my volunteer service with PUG HOLLOW, or without PUG HOLLOW's prior authorization. For purposes of this Agreement, "Confidential Information" includes, but is not limited to, information regarding projects and potential projects, organizational practices, donors and potential donors, sponsors, methodologies, management philosophy, and information concerning PUG HOLLOW's employees and volunteers. I further agree and understand that I will immediately return all PUG HOLLOW Confidential Information at the end of my tenure as a volunteer, or whenever requested by PUG HOLLOW.

Signature of Volunteer/Foster*: _____ Date: _____

Address: _____

Signature of parent/guardian*: _____ Date: _____

**Volunteers Under 18 years of age must have parental approval.*

Please print first and last name: _____

Received by: _____ Pug Hollow Sanctuary