



VOLUNTEER AGREEMENT

THIS IS A LEGAL DOCUMENT THAT AFFECTS YOUR LEGAL RIGHTS. PLEASE READ CAREFULLY BEFORE SIGNING.

By signing below, I hereby accept a position as a Volunteer for the Dumb Friends League (the “League”) upon the following terms, conditions, and understandings:

Terms and Conditions

1. My services to the League are provided strictly in a voluntary capacity as a Volunteer, and without any express or implied promise of salary, compensation or other payment of any kind whatsoever.
2. My services are furnished without any employment-type benefits, such as employee health insurance, worker’s compensation, retirement plans and the accrual in any form of paid time off, vacations and sick time. My personal health insurance plan is the primary insurance for any accidents or injuries that may occur as a result of my volunteering with the League.
3. **Medical Treatment.** I hereby release and forever discharge the League from any claim whatsoever which arises or may hereafter arise on account of any first aid, treatment, or service rendered in connection with my Volunteer activities on behalf of the League.
4. **Insurance.** I understand that, except as agreed to by the League in writing, the League does not carry or maintain health, medical, or disability insurance coverage for any Volunteer. **Each Volunteer is expected and encouraged to obtain his or her own medical or health insurance coverage.**
5. I will familiarize myself and comply with the League’s policies and procedures applicable to Volunteers. In particular, I fully understand that the League expects high standards of moral and ethical treatment of the animals under its care. I will adhere strictly to these standards in my capacity as a Volunteer.
6. I understand that the League, without notice or hearing, may terminate my services as a Volunteer at any time, with or without reason.
7. I understand that contagion control is an important part of caring for animals at the League. No matter what my specific job is, I have a personal role in ensuring the health of each animal by taking responsibility for washing my hands between each kennel or colony. I am committed to the welfare and well-being of the animals in our care and will wash my hands before and after handling any animal in the shelter.

8. Vehicle Terms and Conditions (if applicable): While rendering my services, I understand that I may, at my sole discretion, choose to drive my own vehicle while engaging in Volunteer activities. I understand both that I am under no obligation to engage in such activities and that having and maintaining a satisfactory driving record is a condition of my authorization to drive while engaging in Volunteer activities for the League. I agree to report any license suspensions, serious accidents or other offenses, or any other condition to the League immediately that may affect my ability to drive on behalf of the League in my own vehicle. I agree to obey all traffic laws, including the use of seat belts. I further agree to use a mobile device only while safely parked. I understand that the League requires Volunteers who drive on its behalf to carry insurance and asks that Volunteer drivers carry insurance coverage as follows: Bodily Injury Limit: \$100,000 per person, \$300,000 per accident; Property Damage Limit: \$100,000 or Combined Single Limit: \$200,000 per accident.
9. The Dumb Friends League does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff, selection of volunteers, board members and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, board, volunteers, subcontractors, vendors, and patrons.

Release

1. **Release and Waiver:** I understand that the handling of animals and other Volunteer activities on behalf of the League may place me in a hazardous situation and could result in injury to me or my personal property. On behalf of myself, and my heirs, personal representatives and assigns, I hereby release, discharge, indemnify and hold harmless the League and its directors, officers, employees and agents from any and all claims, causes of action and demands of any nature, whether known or unknown, arising out of or in connection with my Volunteer activities on behalf of the League including, without limitation, damages related to bodily injury, personal injury, illness, death or property damage.
2. **Medical Treatment.** I hereby release and forever discharge the League from any claim whatsoever which arises or may hereafter arise on account of any first aid, treatment, or care rendered to me in connection with my Volunteer activities on behalf of the League.
3. **Insurance.** I understand that, except as agreed to by the League in writing, the League does not carry or maintain health, medical, or disability insurance coverage for any Volunteer. **Each Volunteer is expected and encouraged to obtain his or her own medical or health insurance coverage.**
4. **Photographic Release.** Understanding that public relations is an important part of a Volunteer's activities on behalf of the League, I hereby grant the League a non-exclusive right and license to display, exhibit, transmit, broadcast, reproduce, record, photograph, digitize, adapt, create derivative works, exploit, and otherwise use my name, image, and likeness, and all materials created by or on behalf of the League that incorporate any of the foregoing on a perpetual basis throughout the world, and in any medium or format whatsoever, whether now existing or hereafter created, without further consent from or royalty, payment, or other compensation to me, for public relations purposes. I ask that the League use reasonable efforts to give me advance notice of any such use, but such notification is not a condition of use for public relations purposes.

Date

Printed Name

Signature of Volunteer

Signature of League Representative

If you are under 18, we must have your parent or legal guardian's signature below.

PARENT OF LEGAL GUARDIAN (OF VOLUNTEERS 17 AND YOUNGER)

As a parent or legal guardian of the above-named Volunteer, I hereby give consent for my child or ward, as the case may be, to become a Volunteer for the dumb Friends League as described in the above Volunteer Agreement and, by the signature below, join in and agree to be bound by the terms and conditions of the Release on the preceding page.

Date

Parent or Legal Guardian



DUMB FRIENDS LEAGUE VOLUNTEER CONFIDENTIALITY AGREEMENT

Volunteers of the Dumb Friends League have access to confidential information about the Dumb Friends League and its practices, partners, donors, customers and other information that is not generally known to or accessible by the public concerning or arising from the Dumb Friends League's business (collectively referred to as "Confidential Information"). Confidential Information includes, but is not limited to: customer or Volunteer demographic information (names, addresses, email, phone numbers, history, etc.), adoption history, animal disposition, donor information, financial information, strategies, practices, and agreements with other organizations.

Disclosure of Confidential Information may damage the Dumb Friends League's business and is therefore not permitted. Volunteers of the Dumb Friends League are not to directly or indirectly use, disclose or otherwise communicate any Confidential Information to any person or entity. This includes on social media such as Facebook, Twitter and Instagram.

Additionally, documents or records containing or reflecting Confidential Information prepared by or provided to Volunteers, and all copies, in any medium, are the property of the Dumb Friends League. Volunteers are not to use any of the Dumb Friends League's property for any purpose not related to the performance of their duties while they are volunteering.

The Dumb Friends League has and will receive confidential or proprietary information from third parties that the Dumb Friends League is responsible for. Volunteers are not to use or disclose any such information except as permitted by the Dumb Friends League or the third party to whom the information belongs.

By signing this confidentiality agreement, you agree to the highest ethical standards and to abide by the following provisions:

1. All communications between Dumb Friends League staff, Volunteers and patrons is confidential.
2. The Volunteer shall not disclose Confidential Information to a third party without the Dumb Friends League's knowledge and permission.
3. I understand that as a Volunteer, I have a duty to keep information confidential throughout my term as a Volunteer, as well as after my Volunteer status ends.
4. I understand that my failure to abide by the terms of this Confidentiality Agreement may result in the termination of my participation as a Volunteer with the Dumb Friends League.

I, _____ (print name), have read the above Dumb Friends League Confidentiality Agreement and understand its terms and my responsibilities as a Volunteer.

Signature of Volunteer

Date