**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 CARE, Companion Animal Rescue and Education in Jefferson City, Tennessee, an animal rescue organization, their directors, officers and agents collectively known as “CARE”.

I desire to work as a volunteer for CARE 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, doing cleaning activities including but not limited to laundry and dishes, 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, the undersigned, freely, voluntarily and without duress execute this Release under the terms below:

1. I do hereby release and forever discharge, hold harmless and indemnify CARE 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 CARE.
2. I do hereby release, hold harmless, indemnify and forever discharge CARE 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 CARE. 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 understand that working in an animal shelter may require routine or accidental exposure to chemicals and substances utilized for purpose that may cause injury, illness, or death if misused. I hereby expressly and specifically assume the risk of injury or harm in the activities and release CARE 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 CARE from the same.
3. I do hereby grant and convey unto CARE all rights, title and interest into any and all photographs, images, video and audio recordings made by CARE or myself or my parent during my activities with CARE, including but not limited to any royalties, donations, proceeds or other benefits derived from such photographs or recordings. I further permit CARE 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 CARE deems appropriate in its sole discretion.
4. I verify that I understand I may release no proprietary information to any party, and that I am bound by the same social media contract that governs all staff and board members for CARE.
5. I expressly agree that this Release is intended to be as broad and inclusive as permitted by the laws of the State of Tennessee and that this Release shall be governed by and interpreted in accordance with the laws of the State of Tennessee. 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.
6. I certify that I am at least 18 years of age and understand that if I am not, I must be accompanied by a Parent or Guardian of Legal Age who also agrees to these terms set herein.
7. The volunteer’s signature on this form indicates he/she believes he/she possesses the basic capabilities required to safely complete the duties of a volunteer for CARE. 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 and 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 an animal is growling or making sounds indicating fear or pain if working directly in a capacity of handling animals; F. Must have the ability to speak (and effectively communicate verbally as well as in written form) or effectively notify a staff member help is required in emergency situations; 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 an 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. Must be aware of potentially dangerous situations when working with the animals, and must be able to remain calm with animals that are upset, behave sensitively and confidently, show good judgment, and act appropriately in such situations.
8. I further understand that for the purposes of reporting and scheduling, I must enter my name and the times during which I volunteer for CARE each time I enter the building. If CARE is questioned regarding my presence by a member of law enforcement or the court, CARE will always report these hours upon request.

If accepted as a volunteer with CARE, 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 CARE 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.*

Printed Volunteer Name: Printed Name of Parent/Guardian:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Volunteer Signature: Signature of Parent/Guardian:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Volunteer Name:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Contact Number: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

e-mail: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Please indicate specific areas of interest in animal welfare and volunteering by using Y/N**

Dog walking \_\_\_\_\_\_\_\_\_

Organizing supplies \_\_\_\_\_\_\_\_\_

Answering phones \_\_\_\_\_\_\_\_\_

Washing dishes \_\_\_\_\_\_\_\_\_

Doing laundry \_\_\_\_\_\_\_\_\_

Enrichment/toys \_\_\_\_\_\_\_\_\_

Aid w/ adoption counseling \_\_\_\_\_\_\_\_\_

Data entry \_\_\_\_\_\_\_\_\_

Animal socialization \_\_\_\_\_\_\_\_\_

Fundraisers/events \_\_\_\_\_\_\_\_\_

Animal training \_\_\_\_\_\_\_\_\_

Taking out the trash \_\_\_\_\_\_\_\_\_

Putting away donations \_\_\_\_\_\_\_\_\_

Cleaning kennels/cages \_\_\_\_\_\_\_\_\_

**Other questions:**

Day Time

What days and times are you typically available? M \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

T \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

W \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Th \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ F \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ S \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Su \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Do you have any other special skill sets or hobbies that we can utilize? If so feel free to list them as well!

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Can we call you on a need basis or in case of emergency? \_\_\_\_\_\_\_\_\_ (Yes/No)

**Thank you! Your help is greatly appreciated and valued!**

Companion Animal Rescue & Education (CARE)

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