

Agreement and General Release for Volunteers

Please read through the agreement below, complete the form at the bottom, and return to our office.

- a) **Voluntary Acknowledgement and Participation** – I acknowledge that I have voluntarily agreed to serve as a volunteer for Aardvark Animal Hospital, Aardvark Boarding, Bath & Beyond, and Aardvark Animal Rescue (hereinafter referred to as “Aardvark”). I am referred to as a “volunteer”. I offer to perform as a volunteer of my own volition. No one has demanded that I participate in any activity with Aardvark.
- b) **Nature and Scope of Services** – As a volunteer, I will be contributing my time and effort to performing a wide range of services. The services will be performed by me as assigned by an officer, director, employee or another volunteer of Aardvark. In the course of performing the services, I agree: To complete all required orientation, training, and paperwork relating to my volunteer position(s). To disclose any physical or psychological limitations to appropriate staff before participating in any activity. Since I may be interacting with animals, healthy and sick, big and small, and may be lifting, carrying, moving, or otherwise engaging in physical labor, I will be respectful of my own limitations and will inform staff immediately of any such limitations. To read and to obey all safety rules and regulations. In the interest of the safety of the animals, staff, and volunteers, I acknowledge that Aardvark has the right to revoke volunteer privileges if these rules and regulations are not followed. To treat all Aardvark staff, volunteers, the animals, property, tools, and equipment with respect and kindness. I will also return all Aardvark property when my volunteer relationship ends. That either I or Aardvark can terminate this relationship at will.
- c) **No Compensation** – I agree to provide my services without compensation. I will not be compensated for my efforts nor am I an agent or contractor of Aardvark. I agree that I am not and will not become an employee, partner, agent, contractor, or principal of Aardvark upon execution of this agreement or the performance of the services.
- d) **Responsibility for My Own Acts and Omissions** – I hereby agree to be legally and financially responsible and will indemnify and hold Aardvark harmless for my own acts and omissions relating to the service I am voluntarily providing to Aardvark. I acknowledge that I am responsible for providing my own medical, liability, and auto insurance during my volunteer service. I understand that I am not covered by worker’s compensation nor insured by Aardvark during the performance of my volunteer duties and tasks.
- e) **Assumption of Risk** – I am voluntarily participating in the activities of Aardvark with full knowledge of the risks and dangers involved and hereby agree to accept any and all risks of injury, death, or damage to myself and /or my personal property. As a volunteer, I may come into contact with and interact with animals, and such work entails risk of personal injury due to proximity to animals and other considerations. These include, but are not limited to, being bitten, clawed, tripped, and possibly exposed to diseases.
- f) **Photo, Video and Audio Release** – I understand that as a volunteer of Aardvark, I may be recorded on film, video or other electronic recording media. I hereby consent to such recording and to the use by Aardvark of any recorded images or other media recordings of my name and likeness (“A/V Recordings”) for any purpose related to furtherance of the objectives of Aardvark.

In particular, I grant Aardvark permission to copyright and use, reuse, publish, and republish A/V Recordings, without restriction as to changes or alterations, for art, advertising, trade, or any other purpose. Further, I understand that the product of all work I perform as a volunteer for Aardvark will be the property of Aardvark and that Aardvark will have the sole right to use, sell, license, publish, or transfer any such work product, including all media and mechanical and electronic formats. I will disclose any such work product to Aardvark at its office.

- g) **Release** – As consideration for being permitted by Aardvark to participate in activities and provide services, I hereby agree that I, my assignees, heirs, guardians, and legal representatives will not make claims against, sue, or attach the property of Aardvark for injury or damage resulting from any act, omission, negligence or other acts, howsoever caused, by any employee, agent, contractor, or representative of Aardvark as a result of my participation in activities and performance of the services and any A/V Recordings. I hereby release Aardvark from all actions claims, or demands that I, my assignees, heirs, guardians, and legal representatives now have or may hereafter have for injury or damage resulting from my participation in activities and performance of services.
- h) **Confidentiality** – During my association with Aardvark and thereafter, I will keep confidential, refrain from disclosing to others, and use only in the performance of my volunteer duties, all confidential information of Aardvark that I develop or learn about during the course of my association. I understand that this agreement covers all confidential business and technical information and know-how of or about Aardvark that is not generally known to persons outside of Aardvark and which I have not been specifically authorized to disclose or use.
- i) **I have read this Release Agreement and fully understand that I will relinquish all claims or actions known now or in the future against Aardvark.** I am of legal age and am legally competent to sign this agreement. If I am not of legal age, then a parent or legal guardian has reviewed and explained to me in full the above agreement. Legal guardian or parent will take full responsibility and sign the agreement above agreement. I or my legal guardian am signing this agreement of my own free will without the influence of an Aardvark staff member.
- j) **Term of Agreement** – I acknowledge that this agreement will apply to the entire term of my volunteer relationship, starting with the date I first perform volunteer duties for Aardvark, even if it pre-dates the date of this agreement, and continuing as long as I continue to be a volunteer and thereafter as is necessary to protect the interests and rights of Aardvark arising herein with respect to confidentiality and use of my work products and/or A/V material as authorized above.

Signature: _____ **Date:** _____

Printed Name: _____

Legal Parent/Guardian Signature (if under 18): _____

Printed Parent/Legal Guardian Name: _____

Mailing Address: _____

Phone: _____