



484-854-FREE (3733)

TailsOfTheFree.org

TailsOfTheFree@gmail.com

Date: _____

Volunteer's Name: _____
(hereinafter the "Volunteer")

Cell: _____

E-mail: _____

Address: _____

VOLUNTEER AGREEMENT AND GENERAL RELEASE

Thank you for offering your time to volunteer with Tails of the Free Rescue, Inc. The work we do for the animals would not be possible without the help of our volunteers. Please read through the agreement below, complete the form at the bottom and return it to a coordinator.

- Volunteer Acknowledgement and Participation.** I acknowledge that I have voluntarily agreed to serve as a volunteer for Tails of the Free Rescue, Inc., ("TOF") a nonprofit corporation organized under the laws of the Commonwealth of Pennsylvania, whose mission is: *To provide safe harbor, medical care and love for adoptable animals that have been abused, abandoned and neglected until they are placed into loving, responsible permanent homes; to decrease the need for senseless destroying of animals by educating the public about the benefits of spaying and neutering; to build a community where people value animals and treat them with respect and kindness; to promote respect for life, responsible pet ownership and to encourage the higher ideals of compassion toward animals and people through education and example.*
- Nature and Scope of Services.** As a Volunteer I will be contributing my time and effort to various services for TOF. The services will be performed by me as assigned by an officer, director or another volunteer of TOF. In the course of performing the services, I agree:
- To read the Volunteer handbook (if applicable) and complete all required training, orientation and paperwork relating to my volunteer position.
- To disclose any physical or psychological limitations to appropriate directors or officers before participating in any activity. Since I may be interacting with Animals and may be lifting, carrying, moving or otherwise engaging in physical labor, I will be respectful of my own limitations and will inform TOF immediately of such limitations.
- To read and obey all safety rules and regulations. In the interest of the safety of the animals, the public, and other volunteers I acknowledge that TOF has the right to revoke volunteer privileges if these rules and regulations are not followed.
- TO TREAT ALL TOF OFFICERS, DIRECTORS, VOLUNTEERS, ANIMALS AND MEMBERS OF THE PUBLIC WITH WHOM I INTERACT WITH KINDNESS AND RESPECT. I ACKNOWLEDGE THAT I AM VOLUNTEERING FOR THE BEST INTERESTS OF THE ANIMALS AND NOT FOR ANY PERSONAL GAIN OR TO FURTHER ANY PERSONAL AGENDA.
- No Compensation** I agree to provide my services without compensation. I agree that I am not and will not become an employee, agent, contractor or principal of TOF upon execution of this agreement.
- Responsibility for My Own Acts and Omissions.** I hereby agree to be legally and financially responsible and will indemnify and hold TOF harmless for my own acts and omissions relating to the service I am voluntarily providing to TOF. 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 workers' compensation nor insured by TOF during the performance of my volunteer duties and tasks.

9. **Assumption of Risk.** I am voluntarily participating in the activities of TOF with full knowledge of the risks and dangers involved and hereby agree to accept 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. These risks include, but are not limited to, being bitten, tripped and possibly exposed to zoonotic diseases.
10. **Photo, Video and Audio Release.** I understand that as a Volunteer of TOF, I may be recorded on film, video or other electronic recording media. I hereby consent to such recording and the use by TOF 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 TOF. In particular, I grant TOF permission to copyright and use, reuse, publish and republish A-V Recordings, for art, advertising, or other purpose.
11. **Release.** As consideration for being permitted by TOF to participate in activities and provide services, I hereby agree that I, my assignees, heirs, guardians, and legal representatives will not make a claim against or sue TOF for injury or damage resulting from my participation in activities and performance of services.
12. **Confidentiality.** During my association with TOF 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 TOF 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 TOF which is not generally known to persons outside of TOF and which I have not been specifically authorized to disclose or use. Examples of confidential information include, but are not limited to, information on finances, donors, outreach programs, and information received from others that TOF has agreed to keep confidential.
13. I have read this Release and fully understand that I will relinquish all claims and actions know now or in the future against TOF. I am of legal age and competent to sign this agreement. I am signing this agreement of my own free will without the influence of anyone at TOF.
14. I acknowledge that this agreement will apply for the entire term of my volunteer relationship starting with the date I first perform volunteer duties for TOF, even if it predates 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 TOF.

Agreed to and Accepted by:

Volunteer:

Signature: _____ Date _____

Print Name: _____

If Under 18 Years of Age

Parent or Guardian: _____ Date _____

Print Name: _____

Tails of the Free:

Signature: _____ Date _____

Print Name: _____