

**Homes for Orphaned Pets Exist (H.O.P.E.), Inc.  
Volunteer Code of Conduct/ Hold Harmless and Waiver of Liability**

1. I understand that any breach of this agreement or other inappropriate conduct may result in disciplinary actions against me up to and including termination of my status as a volunteer.
2. I understand that, as a volunteer for Homes for Orphaned Pets Exist (H.O.P.E.), Inc. (hereinafter "HOPE"), I may only communicate my concerns and questions related to HOPE solely to a member of the Board of Directors or an Officer of the Corporation.
3. I understand that I am not authorized to act as a spokesperson for HOPE with any media outlet, person or entity.
4. I understand that as a HOPE volunteer, I may learn confidential information about HOPE, including but not limited to its financial data, business plans, strategy, and challenges, as well as information about its officers, employees, Board members, donors, fosters, adopters, and other volunteers. I will not disclose such information to any person, group, or entity outside of HOPE, nor will I publish any such information on social media or elsewhere.
5. I understand that animal behavior is sometimes unpredictable and that some animals are capable of inflicting serious personal injury or death, as well as extensive property damage. Knowing the risks of handling domestic animals, I agree to assume those risks and release, indemnify and hold harmless HOPE, and/or its officers, directors, supervisors, employees, agents, contractors and volunteers for any and all personal injury and property damages resulting from my volunteer work.
6. I will abide by the mission, rules, regulations, policies and programs of HOPE at all times while I am a volunteer.
7. I assume the risks of being bitten, scratched, injured or frightened by cats, kittens, dogs, puppies and other animals in general, in connection with my volunteer work for HOPE.
8. I understand that by handling animals under rabies quarantine I am at risk for exposure to the rabies virus.
9. I understand that if I am bitten by an animal under rabies quarantine that I must go to my own physician, at my own cost, and that I will likely have to receive post exposure vaccinations, at my own cost.
10. I will read any written policies, manuals and guides given to me by HOPE and I will familiarize myself with the contents of any such documents as they outline my responsibilities and many guidelines of volunteering at the Society. I will abide by any oral instructions and policies communicated to me. I further understand that such oral direction and any written policies, manuals and guides are not all-inclusive and do not include all practices or guidelines that may affect my service with HOPE and I agree to accept any future responsibilities, rules or directives from my supervisors at HOPE.
11. In consideration of being permitted to participate in volunteer activities and to receive instruction on animals, animal care and to act as a volunteer at HOPE operations and premises, the undersigned:
  - a. Agrees that prior to participating, or in the case of a minor participant, the parent(s) or legal guardian(s) will instruct the minor participant that prior to participating, he/she should inspect the facilities, equipment and animals to be used, and if the participant believes anything is unsafe, or has any concerns about a particular facility, equipment or animal, he/she should immediately advise officer or director of HOPE of such conditions and refuse to participate.
  - b. Agrees to or in the case of a minor participant, the parent(s) or legal guardian(s) will instruct the minor participant that prior to participating, he/she should listen to and follow all instructions and warnings given by employees, officers and or directors of HOPE.



# H.O.P.E.

Homes for Orphaned Pets Exist

*Volunteer Agreement & Waiver 111515 Revd*

- c. Acknowledge and fully understand that each participant will be engaging in activities that involve inherent risk of serious injury, including permanent disability and death, and severe social and economic losses which might result not only from their own actions, inactions or negligence but the actions, inactions or negligence of others, or the actions of animals which are impossible to predict or control and may cause serious injury, including permanent disability and death due, but not limited to: bites, scratches, knock downs, slips, falls, fractured limbs, broken bones, concussions, contusions, dislocated joints and dismemberment resulting from, but not limited to: actions of animals, grooming animals, feeding animals, use of facilities in any capacity, falling, or my failure to understand any directions relating to dogs or otherwise use and control, or lack thereof, of dogs, or interaction with other dogs. Further, there may be other risks not known to HOPE and / or its directors, officer and employees, or not reasonably able to foresee at this time.
  - d. Assume all the foregoing risks and accept personal responsibility for the dangers following such injury, permanent disability or death.
  - e. Agrees that by signing this release I consent to being photographed and waive all rights to photographs taken by HOPE staff, professional photographer, or personal photos by other participants. I understand that as a volunteer I may gain access to information about HOPE's customers, or other volunteers that is confidential. I agree to maintain confidentiality and to refuse disclosure of any information that is either private or personal absent a court order compelling such release.
  - f. Release, waive, discharge and covenant not to sue HOPE, its officers, directors, agents or employees, other participants, sponsoring agencies, sponsors, advertisers, all of which are hereinafter referred to as "releasees" from liability to each of the undersigned, his/her heirs and next of kin for claims demands, losses or damages on account of injury, including death or property damage caused or alleged to be caused in whole or in part by the negligence of the releasees or otherwise.
12. HOPE reserves the right to determine how practices and procedures are to be interpreted and administered, and to modify, revoke, suspend, terminate, or change any or all such practices or procedures, in whole or in part, at any time, with or without advance notice. Any volunteer who deviates from the rules and standards herein will be subject to corrective action, up to and including termination of service. If I have any questions regarding practices and procedures at HOPE, I am expected to discuss such questions with a member of the board of directors or an officer of the Corporation.

I/we have read the above hold harmless agreement and release of liability and understand that I/ we give up substantial rights by signing, and hereto sign our names voluntarily and that I agree to abide by policies and procedures of HOPE as communicated to be and as stated above.

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Participant's Signature

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Date

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Participant's Name (Printed)

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Phone Number

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Email Address