Animal Rescue Foundation of Texas

VOLUNTEER WAIVER OF LIABILITY AND HOLD HARMLESS AGREEMENT

By signing below, I hereby accept a position as a Volunteer for the Animal Rescue Foundation of Texas (ARF), upon the following terms, conditions and understandings:

Terms and Conditions

1. My services to ARF 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, including employment insurance programs, unemployment compensation, and workers compensation accrual in any form, vacations or sick time.
3. I will familiarize myself and comply with ARF policies and procedures applicable to Volunteers. In particular, I fully understand that ARF 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.
4. I understand that I am a representative of the Animal Rescue Foundation of Texas, and I will present myself in a professional manner including good hygiene and proper clothing attire.
5. I will not make decisions on behalf of the organization or the animals in the organization or provide opportunities that are not approved by the Coordinators or Board of Director.

Release

1. I understand that the handling of animals and other Volunteer activities including but not limited to parades, adopt-a-pet events, and fostering on behalf of the Animal Rescue Foundation of Texas may place me in a hazardous situation and could result in injury to me or my personal property including death. On behalf of myself, and my heirs, personal representatives and assigns, I hereby release, discharge, indemnify and hold harmless ARF and it's directors, officers, volunteers, members 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 ARF.
2. I understand that ARF does not maintain an insurance policy covering any circumstances arising from my participation in any volunteer activities.
3. I understand that public relations is an important part of a Volunteer's activities on behalf of the Animal Rescue Foundation of Texas, I hereby authorize ARF to use any photographs of me in its possession for public relations purposes. I ask that ARF use reasonable efforts to give me advance notice of any such use, but such notification is not a condition to release photographs for public relations purposes.
4. In signing this release, I acknowledge that I have read the foregoing waiver of liability and hold harmless agreement, understand it and sign it voluntarily. I am at least 18 years of age and fully competent.

_____	_____	_____
Date	Signature of Volunteer	Signature of ARF Representative

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

PARENT OR LEGAL GUARDIAN
(FOR 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 Animal Rescue Foundation of Texas 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.

_____	_____
Date	Signature of Parent or Legal Guardian