

General Waiver for Adult Volunteers

I, _____, hereby agree to accept a position as a volunteer worker for the Baltimore Humane Society. I fully understand and acknowledge that my services are to be performed subject to all the rules and regulations of Baltimore Humane Society, that violations thereof shall be cause for immediate dismissal, and that all services that I provide are strictly voluntary, without pay or compensation of any sort and without liability of any nature on behalf of the Baltimore Humane Society. I further acknowledge that all services are performed at my own risk.

I understand that the behavior of domestic animals is sometimes unpredictable and that some domestic animals are capable of inflicting serious personal injury, as well as extensive property damage. Knowing the risks of handling domestic animals, I agree to assume those risks and to release, indemnify, and hold harmless the Baltimore Humane Society and/or its Officers, Directors, Employees, Agents or Contractors, for any and all personal injury and property damages resulting from my volunteer work.

I, _____, understand that public relations are an important part of volunteering at the Baltimore Humane Society. I give the Baltimore Humane Society permission to publish my picture and name in any promotional materials to include, but not limited to newsletters, web sites, commercials, and other advertisements or solicitation material. No payment from the Baltimore Humane Society will be expected in exchange.

I have read, understood, and agreed to the above.

Signature of Participant

Date

Name _____

Address _____

Phone _____ E-Mail _____

Use the space below to note any special medical conditions or medications that emergency personnel should be aware of and contact information should an emergency occur:

<more>

As a volunteer for the Baltimore Humane Society, I agree to:

Hold as **absolutely confidential** all information that I may obtain, directly or indirectly, concerning clients and staff. I agree not to seek to obtain confidential information from a client. I understand that intentional or unintentional violations of confidentiality may result in disciplinary action, including termination by the Baltimore Humane Society and/or possible legal action by others (i.e., clients, customers.) Become familiar with the shelter's policies and procedures (via orientation and ongoing training) and uphold its philosophy and standards.

Donate my services to the organization without contemplation of compensation or future employment.

Be punctual and conscientious, conduct myself with dignity, courtesy and consideration for others, and endeavor to make my work professional in quality. Furnish and maintain appropriate attire and maintain a clean appearance. Attend an orientation and in-service training sessions as required.

Carry out my assignments and seek assistance from the shelter staff when necessary.

Take any job-related problems, concerns, or suggestions to the Volunteer Manager. Adhere to Baltimore Humane Society's sign-in procedures.

Notify the Volunteer Manager as soon as possible (preferably prior to my shift) if I am unable to work as scheduled.

Notify the Volunteer Manager if/when I choose to discontinue my volunteer service at the Baltimore Humane Society.

I understand that the Baltimore Humane Society reserves the right to terminate my volunteer status as a result of any of the following:

- Failure to comply with organizational policies, rules, and other regulations.
- Absences without prior notification.
- Unsatisfactory attitude, work, or appearance.
- Any other circumstances which, in the judgment of the shelter staff would make my continued service as a volunteer contrary to the best interest of the Baltimore Humane Society.

I have read and understand each of the above conditions; my signature below indicates that I agree to be bound by them.

Signature of Participant

Date