

Tasha's Furry Friends Sanctuary Agreement and General Release for Adult Volunteers and Non-employee Interns

Thank you for offering your time to volunteer with Tasha's Furry Friends Sanctuary. The work we do for the cats would not be possible without the help of our volunteers. Please read through the agreement below, complete the form at the bottom and return.

- 1. VOLUNTARY ACKNOWLEDGEMENT AND PARTICIPATION.** I acknowledge that I have voluntarily agreed to serve as a volunteer for Tasha's Furry Friends Sanctuary, a nonprofit corporation organized under the laws of the State of Utah ("Tasha's Furry Friends"), whose mission is to care for abandoned, abused and unwanted cats. 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 Tasha's Furry Friends.
- 2. NATURE AND SCOPE OF SERVICES.** As a Volunteer, I will be contributing my time and effort to the sanctuary of Tasha's Furry Friends and performing a wide range of Services (collectively, the "Services"). The Services will be performed by me as assigned by an officer, director, employee or another volunteer of Tasha's Furry Friends. In the course of performing the Services, I agree:
 - To read the Volunteer Handbook and otherwise 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 cats, both 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, especially at Tasha's Furry Friends Sanctuary. In the interest of the safety of the cats, staff, and volunteers, I acknowledge that Tasha's Furry Friends has the right to revoke volunteer privileges if these rules and regulations are not followed.
 - To treat all Tasha's Furry Friends staff, volunteers, the cats, property, tools, and equipment with respect and kindness. I will also return all Tasha's Furry Friends' property when my volunteer relationship ends.
 - That either I or Tasha's Furry Friends can terminate this relationship at will.
- 3. 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 Tasha's Furry Friends Sanctuary. I agree that I am not and will not become an employee, partner, agent, contractor or principal of Tasha's Furry Friends upon execution of this agreement or the performance of the Services.
- 4. RESPONSIBILITY FOR MY OWN ACTS AND OMISSIONS.** I hereby agree to be legally and financially responsible and will indemnify and hold Tasha's Furry Friends Sanctuary harmless for my own acts and omissions relating to the service I am voluntarily providing to Tasha's Furry Friends Sanctuary. 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 Tasha's Furry Friends during the performance of my volunteer duties and tasks, including when driving a vehicle or transporting a cat.

- 5. ASSUMPTION OF RISK. I am voluntarily participating in the activities of Tasha's Furry Friends 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 cats, and such work entails risk of personal injury due to proximity to cats, dangerous equipment, long-distance driving, and other considerations. These include, but are not limited to, being bitten, clawed, tripped, and possibly exposed to zoonotic diseases.
- 6. PHOTO, VIDEO AND AUDIO RELEASE.** I understand that as a volunteer of Tasha's Furry Friends Sanctuary, I may be recorded on film, video or other electronic recorded images or other media recordings of my name and likeness ("A-V Recordings") for any purpose related to furtherance of the objectives of Tasha's Furry Friends, including use in Tasha's Furry Friends media properties such as its magazine and websites. In particular, I grant Tasha's Furry Friends 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 all work product I create in my capacity as a volunteer for Tasha's Furry Friends will be the property of Tasha's Furry Friends and that Tasha's Furry Friends will have the sole right to use, sell, license, publish, or transfer any such work product, in any and all media formats, including print, mechanical and electronic formats. I will disclose any such work product to Tasha's Furry Friends and assign all rights thereto to Tasha's Furry Friends .
- 7. RELEASE.** As consideration for being permitted by Tasha's Furry Friends to participate in activities and provide Services, I hereby agree that I, my assignees, heirs, distributees, guardians, and legal representatives will not make a claim against, sue, or attach the property of Tasha's Furry Friends Sanctuary for injury or damage resulting from any act, omission, negligence or other acts, howsoever caused, by any employee, agent, contractor, or representative of Tasha's Furry Friends as a result of my participation in activities and performance of the Services and any A-V Recordings. I hereby release Tasha's Furry Friends from all actions, claims, or demands that I, my assignees, heirs, distributees, guardians, and legal representatives now have or may hereafter have for injury or damage resulting from my participation in activities and performance of the Services and any A-V Recordings.
- 8. CONFIDENTIALITY.** During my association with Tasha's Furry Friends 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 Tasha's Furry Friends Sanctuary 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 Tasha's Furry Friends which is not generally known to persons outside of Tasha's Furry Friends 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, membership and donors, volunteer performance, research and development, the condition of sanctuary cats, campaigns, outreach programs and information received from others that Tasha's Furry Friends Sanctuary has agreed to keep confidential.
- 9. I HAVE READ TIDS RELEASE AGREEMENT AND FULLY UNDERSTAND THAT I WILL RELINQUISH ALL CLAIMS OR ACTIONS KNOWN NOW OR IN THE FUTURE AGAINST TASHA'S FURRY FRIENDS SANCTUARY.** I am of legal age and legally competent to sign this agreement. I am signing this agreement of my own free will without the influence of a Tasha's Furry Friends Sanctuary staff member.
- 10. ARBITRATION.** Any controversy or claim arising out of or relating to this agreement or its breach will be settled by arbitration in the State I first perform volunteer duties for Tasha's Furry Friends , 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 Tasha's Furry Friends arising herein with respect to confidentiality and use of my work products and/or A-V material as authorized above.

11. 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 Tasha's Furry Friends, 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 Tasha's Furry Friends arising herein with respect to confidentiality and use of my work products and/or A-V material as authorized above.

12. GOVERNING LAW. This agreement will be governed by and construed in accordance with the laws of the State of Utah without regard to conflicts of laws or principles.

Name _____

Phone _____ Email _____

Mailing Address _____

City _____ State _____ Zip Code _____

Volunteer Acknowledgement of Safety Rules at Tasha's Furry Friends Sanctuary

By signing below I acknowledge that I have read, understand and will follow the safety rules for all areas in which I volunteer, including, but not limited to, all Sanctuary areas and other departments.

I further agree that **if I am volunteering for Tasha's Furry Friends Sanctuary outside of the Sanctuary**; I will read and abide by all guidelines as outlined in the *Tasha's Furry Friends' Volunteer Handbook*.

Signature of Volunteer _____ Date _____

Safety Guidelines for Volunteering with the Animals

Please read through before signing the Volunteer Acknowledgement Form.

CATS: Here are just a few things to be aware of before volunteering in the Sanctuary

Remember to keep doors closed at all times. Cats are curious and we have many escape artists!

Please wash your hands between visits to different groups of cats.

Some cats have unusual ways of showing affection. Please check with a staff member to find out if you will be working in a room with these kinds of cats so you will not get bitten or scratched.

Cats who enjoy human contact make themselves readily available for love and attention. Cats who are feral will not come to you and it is best to leave them alone.

Do not break up catfights. If you notice a fight starting, please find a staff member because we do not want you to get bitten.

Pregnant women should not work around the kitty litter or cat feces because of the infectious disease called toxoplasmosis.

Watch your head! Kitties love the shelves and cubbies, but they are just the right height to walk into or bump your head on from underneath.