



VOLUNTEER RELEASE AND LIABILITY WAIVER

This Volunteer Release and Liability Waiver (“Release and Waiver”) is by and between Tri-Valley Animal Rescue (“TVAR”), PO Box 11143, Pleasanton, California and its Volunteers and includes to the following terms:

1. **Waiver and Release.** I hereby release and forever discharge and hold harmless TVAR and its successors and assigns, affiliates, officer(s), director(s), employee(s), other TVAR volunteers and adoption partners (collectively referred to as “TVAR”) from any and all liability, claims, and demands of whatever kind or nature, either in law or in equity, which may arise from volunteer work with TVAR. I understand and acknowledge that this Release and Waiver discharges the TVAR from any liability or claim that I may have against TVAR with respect to bodily injury, personal injury, illness, death, or property damage that may result from my participation in TVAR’s volunteer programs. I also understand that TVAR does not assume any responsibility for or obligation to provide financial assistance or other assistance, including but not limited to medical, health or disability insurance, in the event of injury, illness, death or property damage.
2. **Insurance.** I expressly waive any claim for compensation or liability on the part of TVAR for my medical expenses. I realize and am aware that my own health insurance coverage will provide for any necessary medical treatment or care. I further understand that I am not covered under California State Worker’s Compensation Laws and may be eligible to obtain medical insurance under the Covered California Program at my own expense.
3. **Transportation.** When driving a vehicle to perform volunteer services for TVAR, I agree to maintain at least the State-required minimum amounts of automobile insurance on my vehicle and to indemnify and hold TVAR harmless from any claims arising from and/or related in any way to any TVAR animal’s presence in my vehicle.
4. **Medical Treatment.** I release and forever discharges TVAR from any claim whatsoever which arises or may hereafter arise on account of any first-aid treatment or other medical services rendered in connection with an emergency during my time with TVAR.
5. **Assumption of the Risk.** I understand that time volunteering with TVAR may include activities that may result in injury. I expressly and specifically assume the risk of injury or harm in all activities undertaken as a part of my volunteer responsibilities and release TVAR from all liability for injury, illness, death, or property damage resulting from my activities undertaken in the capacity of volunteer with TVAR. I understand that working with animals presents some risks, and that there are possibilities of injury that may result from contact with animals, such as scratches, bites, and allergic reactions, which may occur when performing volunteer services.
6. **Photographic Release.** I grant and convey unto TVAR all right, title and interest in any and all photographic images and video or audio recordings made by or for TVAR during my work with TVAR, including but not limited to, any royalties, proceeds, or other benefits derived from such photographs or recordings.
7. **Vaccinations.** I understand that TVAR specially recommends that all volunteers maintain current tetanus

vaccinations if they will be handling animals and that I have been encouraged to consult a physician to decide whether or not to be vaccinated against tetanus.

8. Other. I expressly agree that this Release and Waiver is intended to be as broad and inclusive as permitted by the laws of the State of California. This Release and Waiver shall be governed by and interpreted in accordance with the laws of the State of California. I agree that in the event that any clause or provision of this Release and Waiver shall be held to be invalid by any court of competent jurisdiction, the invalidity of such clause or provision shall not otherwise affect the remaining provisions of this Release and Waiver, which shall continue to be enforceable.

If I am accepted as a TVAR volunteer, I agree to comply with all of the rules, agreements, and protocols which may be established from time to time by TVAR. I understand that failure to comply with the rules, agreements, and protocols may result in my termination as a volunteer.

I understand and agree that if accepted as a volunteer, all services performed by me will be performed on a strictly voluntary basis, and that I will receive no remuneration, pay or compensation of any kind, that I will not be an employee of TVAR nor otherwise derive any benefits normally available to employees of TVAR.



VOLUNTEER CODE OF CONDUCT

Tri-Valley Animal Rescue (TVar) is dedicated to rescuing and improving the condition of animals through adoption, fostering, education, fundraising and other means. In my capacity as a TVar volunteer, I agree to follow TVar's Volunteer Code of Conduct to ensure the efficient operation of TVar and to benefit and protect the volunteers, animals and TVar as an entity. I also agree to:

- Support TVar's mission, goals and efforts with a positive attitude.
- Approach my volunteer responsibilities with professionalism.
- Promote goodwill by handling communication (written, face-to-face, verbal, electronic, etc.) with East County Animal Shelter (ECAS) staff, TVar board members, officers, other volunteers and the public in a spirit of courtesy, respect and cooperation.
- Deal fairly with all people I encounter while engaged in TVar activities regardless of age, gender, race, ethnicity, national origin or citizenship, religion, sexual orientation, marital status, military or veteran status, handicap or disability.
- Respect and protect all TVar property, supplies, equipment or assets.
- Abide by rules and regulations of any facility and/or location where TVar is present and operating and respect the facility's property. Observe all health and safety rules for both people and animals, and report to my volunteer job physically and mentally fit for duty.
- Comply with city, county, state and federal statutes and ordinances.
- Serve as a TVar media spokesperson only when authorized by TVar's President or Executive Director.
- Maintain and safeguard the confidentiality of businesses, donors, employees, volunteers, members of the public and animals by protecting information and records collected and/or kept by TVar and agencies working with TVar.
- Preserve the confidentiality of information relating to the operation of TVar that is not known or readily accessible to the public.
- Contact my program coordinator with questions or concerns about TVar's procedures, interpersonal communications or my volunteer responsibilities.
- Follow the proper escalation process to address questions or concerns not resolved through my program coordinator. Be positive and creative in my efforts to resolve issues and/or concerns.

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