



Hope 4 Paws Grant County  
PO Box 912  
John Day, OR 97845  
(541) 575-0500  
hope4pawsgc@gmail.com



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**Agreement and General Release  
for  
Adult Volunteers and Non-employee Interns**

**Thank you for offering your time to volunteer with Hope 4 Paws: Grant County. The work we do for the animals would not be possible without the help of our volunteers. Please read the agreement below, complete the form at the bottom and return to the appropriate volunteer office.**

Printed name:

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**1. Voluntary Acknowledgement and Participation.** I acknowledge that I have voluntarily agreed to serve as a volunteer for Hope 4 Paws, a nonprofit corporation organized under the laws of the State of Oregon, whose NEED Our MISSION: **mission is to bring about a time of Animals and People Living in Harmony.** 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 Hope 4 Paws.

**2. Nature and Scope of Services.** As a Volunteer, I will be contributing my time and effort to various programs of Hope 4 Paws 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 Hope 4 Paws. In the course of performing the Services, I agree:

- To disclose any physical or psychological limitations to appropriate staff before participating in any activity. Since I may be interacting with animals, 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. In the interest of the safety of the animals, staff, and volunteers, I acknowledge that Hope 4 Paws has the right to revoke volunteer privileges if these rules and regulations are not followed.
- To treat all Hope 4 Paws staff, volunteers, the animals, property, tools, and equipment with respect and kindness. I will also return all Hope 4 Paws property when my volunteer relationship ends.
- That either I or Hope 4 Paws 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 Hope 4 Paws. I agree that I am not and will not become an employee, partner, agent, contractor or principal of Hope 4 Paws 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 Hope 4 Paws harmless for my own acts and omissions

relating to the service I am voluntarily providing to Hope 4 Paws. 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 and may not be insured for medical coverage by Hope 4 Paws during the performance of my volunteer duties and tasks, including when driving a vehicle or transporting an animal.

**5. Assumption of Risk. I am voluntarily participating in the activities of Hope 4 Paws 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 animals, and such work entails risk of personal injury due to proximity to animals, dangerous equipment, long-distance driving, and other considerations. These include, but are not limited to, being bitten, kicked, clawed, tripped, and possibly exposed to zoonotic diseases.

**6. Photo, Video and Audio Release.** I understand that as a volunteer of Hope 4 Paws, I may be recorded on film, video or other electronic recording media. I hereby consent to such recording and to the use by Hope 4 Paws of any recorded images or other media recordings of my name and likeness ("A-V Recordings") for any purpose related to furtherance of the objectives of Hope 4 Paws, including use in Hope 4 Paws media properties such as its websites. In particular, I grant Hope 4 Paws 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 Hope 4 Paws will be the property of Hope 4 Paws and that Hope 4 Paws 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. I will disclose any such work product to Hope 4 Paws and assign all rights thereto to Hope 4 Paws.

**7. Release.** As consideration for being permitted by Hope 4 Paws 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 Hope 4 Paws for injury or damage resulting from any act, omission, negligence or other acts, howsoever caused, by any employee, agent, contractor, or representative of Hope 4 Paws as a result of my participation in activities and performance of the Services and any A-V Recordings. I hereby release Hope 4 Paws 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 Hope 4 Paws 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 Hope 4 Paws 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 Hope 4 Paws which is not generally known to persons outside of Hope 4 Paws 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 animals, campaigns, outreach programs and information received from others that Hope 4 Paws has agreed to keep confidential.

**9. I have read this Release Agreement and fully understand that I will relinquish all claims or actions known now or in the future against Hope 4 Paws.** 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 Hope 4 Paws 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 of Oregon in accordance with the rules of the American Arbitration Association. Judgment on the award rendered by the arbitrators may be entered in any court having jurisdiction over the award.

**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 Hope 4 Paws, 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 Hope 4 Paws 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 Oregon without regard to conflicts of laws principles.

Name \_\_\_\_\_

Phone \_\_\_\_\_

E-mail \_\_\_\_\_

Mailing address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

### **Volunteer Acknowledgement of Safety Rules and Guidelines at Hope 4 Paws**

I acknowledge that I have read, understand, and will follow the safety rules and guidelines for all animal and work areas at Hope 4 Paws.

Signature of Volunteer \_\_\_\_\_

Date \_\_\_\_\_