



# Volunteer/Guardian Release and Waiver of Liability

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*Please read carefully: this is a legal document.*

This is a Release and Waiver of Liability ("Release") executed on this \_\_\_\_ day of \_\_\_\_\_, 20\_\_ on behalf of the \_\_\_\_\_ ("Volunteer") in conjunction with \_\_\_\_\_ ("Guardian(s)" –Volunteer's legal parent/guardian(s)).

We (Volunteer and Guardian(s)) release the Humane Society of Northeast Iowa (HSNEI), a nonprofit organized and existing under the laws of the State of Iowa as a Section 501(c) (3) tax exempt organization, each of its directors, officers, employees, and agents. We desire Volunteer to volunteer with HSNEI and to engage in activities related to being a volunteer.

We understand the scope of Volunteer's relationship with HSNEI is limited to a volunteer position and that no compensation is expected in return for services provided by Volunteer, that HSNEI will not provide any benefits traditionally associated with employment, and that we are responsible for Volunteer's insurance coverage in the event of personal injury or illness as a result of volunteer services to HSNEI.

We hereby freely, voluntarily, and without duress execute this Release under the following terms:

## 1. Release and Waiver

We release and forever discharge and hold harmless HSNEI and its successors and assigns from any and all liability, claims, and demands of whatever kind of nature, either in law or in equity that arise or may hereafter arise from the services Volunteer provides to HSNEI. We understand and acknowledge that this Release discharges HSNEI from any liability or claim that we may have against HSNEI with respect to bodily injury, personal injury, illness, death, or property damage that may result from the services Volunteer provides to HSNEI or occurring while Volunteer is providing volunteer services.

## 2. Insurance & Medical Treatment

Further, we understand that HSNEI does not assume any responsibility for or obligation to provide us with financial or other assistance, including but not limited to medical, health, disability benefits, or insurance. We expressly waive any such claim for compensation or liability on the part of HSNEI beyond what may be offered freely by HSNEI in the event of injury or medical expenses incurred by Volunteer.

We hereby release and forever discharge HSNEI from any claim whatsoever that arises or may hereafter arise because of any first-aid treatment or other medical services rendered in connection with an emergency during tenure as a volunteer with HSNEI.

## 3. Assumption of Risk

We understand the services Volunteer provides to HSNEI may include activities that may be hazardous to Volunteer including, but not limited to animal interaction time, handling and transporting animals, moving cages and crates, and other duties and activities involving inherently dangerous activities. We acknowledge and understand that during Volunteer-animal interaction, an animal may bite, scratch, or injure Volunteer. We hereby expressly and specifically assume risk of injury or harm from these activities and release HSNEI from all liability or injury, illness, death, or property damage resulting from these activities.

#### 4. Photographic Release

- Yes, we agree to Photographic Release
- No, we do not agree to Photographic Release

We hereby grant and convey unto HSNEI all right, title, and interest in any and all photographs, images, video, and audio recordings made by HSNEI during Volunteer's activities with HSNEI, including but not limited to any royalties, donations, proceeds, or other benefits. We further permit HSNEI to publish said images, recordings, and videos, at will including such purposes as publicity, illustration, advertising, website and social media content, and other uses as HSNEI deems appropriate.

#### 5. Other

We expressly agree that this Release is intended to be as broad and inclusive as permitted by the laws of the State of Iowa, and that this Release shall be governed by and interpreted in accordance with the laws of the State of Iowa. We agree that in the event any clause or provision of this Release is deemed invalid, the enforceability of the remaining provisions of this Release shall not be affected.

We sign this document voluntarily and with full knowledge of its contents for Guardian(s) and on behalf of Volunteer. We express our understanding and intent to enter into this Release and Waiver of Liability willingly and voluntarily.

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**Volunteer Signature**

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**Date**

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**Parent/Guardian Signature**

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**Date**

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**Parent/Guardian Signature**

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**Date**