

**Columbia Humane Society
Waiver, release and Indemnification Agreement**

This agreement ("Agreement") is entered into with the Columbia Humane Society ("CHS") jointly and severally by the undersigned ("Parents") as the parents or guardian of _____ ("Child"), in order to induce CHS to permit Child, and in consideration of CHS permitting Child, to participate in the Youth Volunteer Program at CHS. This Agreement is for the benefit of CHS and each of its staff members, employees, officers, directors, agents, and representatives (individually, an "Indemnitee" and collectively, "Indemnitees").

Parents have been advised that the Activity is hazardous and involves contact with animals which are unpredictable. Parents understand that the following are some, but not all, of the risks associated with the Activity:

- Dog bites/scratches
- Cat bites/ scratches
- Being knocked down/pulled over by a dog
- Injuries relating to finger/wrist/hand from a dog leash/collar
- Slips/trips/falls resulting from wet floors/kennels or equipment
- Hitting heads on objects such as cage doors/kennel walls/hose boxes etc.
- Water /cleaner sprayed in eyes
- Closing fingers in cage doors, equipment etc.
- Flea/tick bites
- Ring worm
- Internal and external parasites
- Zoonotic illnesses (human illness contracted from animals)
- Animal illness (exposure of animals at home to illness)
- Scratches, punctures from cages

In signing this agreement, I understand and agree to the following:

I will treat all animals, people, and property I come in contact with at CHS with respect. I will refrain from using profanity and conduct myself with courtesy at all times.

I will arrive on time for my scheduled shift and leave my shift no later than 15 minutes after the end of a shift. I will sign in and out for my shift at the front desk and check in with staff for assignments.

I will wear a Volunteer ID badge and return it when signing out at the end of my shift. I will wear closed toed shoes and pants, no tank tops. For safety reasons, no dangly jewelry will be worn.

When I am no longer able to volunteer at the shelter, I will inform the Volunteer Coordinator.

I understand that as a volunteer I may gain access to information about CHS, customers, or staff that is confidential. I agree to maintain confidentiality and to refuse disclosure of any information that is either private or personal.

Volunteering at CHS is at-will. Active volunteer status at CHS may be terminated for any reason, with or without cause or notice, at any time by either party-the volunteer or CHS. I understand that if I have no reported hours for three months, my active status as a volunteer will be removed.

Youth Volunteer Signature

Date

Parent/Guardian Signature

Date