



General Release and Volunteer Form for Adult Volunteers and Non-Employee Interns

Thank you for offering your time to volunteer with Dallas Animal Services (DAS). By signing below, I acknowledge that I have read this General Release and Volunteer Form (the "Form"), the related Volunteer Handbook, and understand and agree to the requirements outlined below.

- 1. VOLUNTARY ACKNOWLEDGEMENT AND PARTICIPATION.** I acknowledge that I have voluntarily agreed to serve as a volunteer for Dallas Animal Services. 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 DAS.
- 2. NATURE AND SCOPE OF SERVICES.** As a Volunteer, I will be contributing my time and effort to various programs of DAS 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 DAS. 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 inform DAS staff if I am unable to complete tasks or participate in volunteer activities because of any physical or psychological limitations. Since I may be interacting with animals, 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 my inability to perform volunteer tasks because 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 DAS has the right to revoke volunteer privileges if these rules and regulations are not followed.
 - To treat all DAS staff, volunteers, the animals, property, tools, and equipment with respect and kindness. I will also return all DAS property when my volunteer relationship ends.
 - That either I or DAS can terminate the volunteer relationship at will.
- 3. NO COMPENSATION.** I agree to provide Services to DAS without compensation. I acknowledge that I will not be compensated for my efforts and that I am not an agent or contractor of DAS. I agree that I am not and will not become an employee, partner, agent, contractor, or principal of DAS upon signing this Form or performing the "Services" as a Volunteer.
- 4. RESPONSIBILITY FOR MY OWN ACTS AND OMISSIONS.** I hereby agree to be legally and financially responsible and will indemnify and hold DAS and the City of Dallas and its officials and employees harmless for my own acts and omissions relating to the Services I am voluntarily providing to DAS. 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 DAS or the City of Dallas 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 DAS 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 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 DAS, I or my name and likeness, may be recorded on film, video, other electronic recorded images, or other media recordings ("A-V Recordings") for any purpose related to furtherance of the objectives of DAS, including use in Dallas Animal Services media properties such as its magazine and websites. I grant DAS 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 DAS will be the property of DAS and that DAS 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 DAS and assign all rights thereto to DAS.

7. **RELEASE.** As consideration for being permitted by DAS 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 DAS or the City of Dallas for injury or damage resulting from any act, omission, negligence, or other acts, howsoever caused, by any employee, agent, contractor, or representative of DAS as a result of my participation in activities and performance of the Services or any A-V Recordings. I hereby release DAS and the City of Dallas 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 DAS and thereafter, I will keep confidential, refrain from disclosing to others, and use only in the performance of Volunteer Services, all confidential information of DAS that I develop or learn about during the course of the volunteer relationship. I understand that this Form covers all confidential business and technical information and know-how of or about DAS which is not generally known to persons outside of DAS 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 DAS has agreed to keep confidential.
9. **SOCIAL MEDIA** – As a Volunteer of DAS, when I post on social media about DAS, I will only post in a collaborative manner. All social media communications shall remain professional and respectful. I will not post any information in a speculative manner or in a defamatory context about DAS or other staff, volunteers, fosters, or transfer affiliates. Failure to adhere to requested social media etiquette, could result in suspension or termination of my volunteer relationship with DAS.
10. **I HAVE READ THIS RELEASE FORM AND FULLY UNDERSTAND THAT I WILL RELINQUISH ALL CLAIMS OR ACTIONS KNOWN NOW OR IN THE FUTURE AGAINST DALLAS ANIMAL SERVICES AND THE CITY OF DALLAS ARISING FROM MY VOLUNTEER ACTIVITIES WITH DAS.** I am of legal age and legally competent to sign this Form. I am signing this Form of my own free will without the influence of a DAS staff member.
11. **TERM OF FORM.** I acknowledge that this Form will apply to the entire term of my volunteer relationship, starting with the date I first perform Volunteer Services for DAS, even if it pre-dates the date of this Form, and continuing as long as I continue to be a Volunteer and thereafter as is necessary to protect the interests and rights of DAS arising herein with respect to confidentiality and use of my work products and/or A-V material as authorized above.
12. **GOVERNING LAW.** This Form will be governed by and construed in accordance with the laws of the State of Texas without regard to conflicts of laws or principles.
13. I agree to sign an authorization, waiver, indemnify form giving approval for the City of Dallas to perform a criminal background search.

Name _____

Phone _____ Email _____

Mailing address _____

City _____ State _____ Zip Code _____

Date of birth (mm/dd/yy) _____

Emergency contact name _____ Phone _____

Volunteer Acknowledgement of Safety Rules at Dallas Animal Services

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 animal areas and other departments or locations.

I further agree that if I am volunteering for DAS outside of the main facility or city of Dallas, I will read and abide by all guidelines as outlined in the DAS Volunteer Handbook.

Signature of Volunteer _____ Date _____