Independence Animal Services
Volunteer Agreement

My name is _____ and I hereby agree to accept a position in a *voluntary* capacity as a **volunteer** for Independence Animal Services (The "Shelter"). I understand that the term **voluntary** means the way in which actions or services are rendered to The Shelter. Such actions and services are rendered to the Shelter with generous and charitable motives. No liability whatsoever will be incurred by The Shelter to anyone who performs **voluntary** services. I understand that **volunteer** means a person who freely chooses to render services to The Shelter in a **voluntary** capacity.

Terms and Conditions

Please Initial:

— I fully understand that my services are provided strictly in a volunteer capacity and I agree to provide my services to The Shelter strictly as a volunteer. I understand that I will receive no compensation, salary, employee benefits or payment of any kind for the services I render.

— I fully understand The Shelter handles large numbers of animals on a daily basis. The temperament of these animals is often unknown to the Shelter staff. I agree to hold The Shelter harmless for any injury(s) which I might sustain from handling animals during the course of my volunteer duties.

— I fully understand and agree to assume all risks involved in any and all duties that I perform for The Shelter in my volunteer capacity. Such duties might include, but are not limited to, animal handling, custodial work, kennel staff assistance and other volunteer duties.

— I agree to familiarize myself with The Shelter policies and procedure and will fully comply with both the letter and spirit of these policies and procedures. I understand the policies and procedures are subject to change. These changes will be communicated through official departmental memos.

— I fully understand that The Shelter expects high standards of moral and ethical treatment of animals under its care. I agree to adhere strictly to these standards in my voluntary capacity a The Shelter.

— I agree not to represent The Shelter outside my immediate volunteer capacity. The Shelter employs designated spokesperson(s) to handle the concerns of animal welfare issues within and outside that Center.

— I fully understand and agree that either failure to comply with any and all of the obligations outlined in this volunteer agreement or for any reason whatsoever, while performing my volunteer services to The Shelter in a voluntary capacity, The Shelter, at its sole discretion, may immediately terminate my services.

Release

1. I understand that the handling of animals and other volunteer activities on behalf of The Shelter may place me in a hazardous situation and could result in injury to me or my personal property. On behalf of myself, and my heirs, personal representative and assigns, I hereby release, discharge, indemnify and hold harmless The Shelter and its directors, officers, employees and agents from any and all claims, causes of action and demands of any nature, whether known or unknown, arising out of or in connection with my volunteer activities on behalf of the shelter.
2. Understanding that public relations are an important part of a volunteer's activities on behalf of The Shelter, I hereby authorize The Shelter to use any photographs of me in its possession for public relations purposes. I ask that The Shelter use reasonable efforts to give me advance notice of any such use, but such notification is not a condition to release photographs for public relations purposes.

_____ _____

Signature of Volunteer Date

If you are under 18, we must have your parent or legal guardian's signature below.

Parent or Legal Guardian

As a parent or legal guardian of the above named volunteer, I hereby give consent for my child or ward, as the case may be, to become a volunteer for Independence Animal Services as described in the above Volunteer Agreement and, by the signature below, join in and agree to be bound by the terms and conditions of the release above.

_____ _____

Signature of Parent of Legal Guardian Date

Independence Animal Services

Volunteers are the lifeblood of our organization. Whether your knack is stuffing envelopes, cuddling with the cats, grooming dogs, working on special projects or walking the dogs, you are making a positive contribution and difference in the lives of the animals at the shelter.

As a volunteer representing the Independence Animal Shelter, your conduct and interaction with staff, other volunteers and the public is expected to always be professional and courteous. In volunteering, you are making a commitment to staff and the animals to carry, to the best of your abilities, the tasks you have pledged to perform.

The Volunteer Code of Ethics clarifies the expectations and principles for Shelter volunteers. Should a volunteer display unprofessional, dishonest or disrespectful behavior or exhibit a lack of self discipline, the volunteer will be asked to leave the premises. Such behavior may be grounds for termination of volunteer status.

Volunteer Code of Ethics

As a Independence Animal Services Volunteer, I pledge to:

Respect

- Respect other even thought I may not agree with them
- Display courtesy, sensitivity, consideration and compassion for people and animals.
- Use good judgment in recognizing the scope of authority of staff members.

Safety

- Keep safety at the forefront of all volunteer activities
- Follow the rules presented to me in training
- Respect and use equipment and supplies as they are intended
- Report all injuries immediately to a staff person

Quality

- Perform all tasks to the best of my ability
- Ask for help when needed
- Recognize training is essential to maintain safe shelter practices

Self Discipline

- Recognize my limitations and those of others
- Set boundaries for myself – know my limits with the animals and other activities
- Hold myself accountable for the commitments I undertake

Communication

- Recognize I communicate both verbally and non-verbally
- Listen to the needs of others
- Advise shelter staff of relevant information regarding the animals and my involvement at the shelter

Commitment

- Recognize true commitment comes from within
- Respect that people and animals count on me to honor my commitments
- Work together with staff and other volunteers to meet the need of Independence Animal Services

Welfare

- Value my role in the maintenance and growth of the organization
- Strive to promote a positive environment
- Respect and support all people and animals

_____ _____

Signature of Volunteer Date