



Journey Home Animal Care Center Assumption of Risk and Release of Liability of all Claims

I, the undersigned, wish to volunteer at the Journey Home Animal Care Center (hereinafter referred to as the “shelter”), operated by the Garfield County Animal Welfare Foundation, Inc. d/b/a Journey Home Animal Care Center. I recognize and understand that:

1. Participating or working as a volunteer at the shelter involved risks, which include, but are not limited to, the risk of injury or death. These risks could result from animal bites(s), which could include risks associated with the pain and injury from animal bite, infection, blood loss, etc. Other injuries could also result from tripping or falling over obstacles, including animals any close proximity of animal medication, animal fecal matter or any infections or lesions that may be present, at the shelter, or from the possible malfunction of any equipment used at the shelter.
2. I am aware of and acknowledge the presence of certain natural hazards at the shelter, including but not limited to, various trip and falling hazards, gates and fences, frightened or vicious animals, and numerous other dangers.
3. I recognize and understand that my work or participation at the shelter can be dangerous if not done in strict accordance with stated rules, which I have read, understand and will abide by. I acknowledge that a written copy or verbal explanation concerning these rules was provided to me prior to signing this release.
4. Despite these and other risks, and fully understanding the risks, I wish to volunteer and work at the shelter.
5. I hereby hold harmless the Journey Home Animal Care Center, its staff, members and Board of Directors and indemnify them against any and all claims, actions, suits, procedures, costs, expenses (including attorney’s fees and expenses), damages, and liabilities arising out of, connected with, or resulting from my work or participation at the shelter, any shelter events or its equipment. I understand that this release shall be binding upon my estate, my heirs, my representatives, and assigns.
6. I further certify to the Journey Home Animal Care Center that I am in good health and do not suffer from any heart condition, allergic condition, asthmatic condition, or other ailment which could be aggravated by participation or work at the shelter.
7. I attest that I am not under the influence of any intoxicants, or drugs, prescription or otherwise, either now or would be at any time during my work or participation at the shelter.

This is fully intended to be a legally binding contract. If I have any doubts concerning its contents I will consult an attorney before signing.

Signature _____ **Date** _____
(If under 18 years of age, his or her parent or guardian must sign below.)

Parent/Guardian Signature _____ Date _____

PHOTO RELEASE

I hereby give permission to Garfield County Animal Welfare Foundation Inc. to use my photos and likenesses in all forms and media for advertising, portfolio, demo, trade, editorial, and altering without restriction or compensation. I release the photographer all forms of claims and liability related to my photo usage. *Note we do not take pictures directly of you without your verbal consent. This is in case you or any part of you shows up in the background.*

Date: _____ **Print Name:** _____

Signature: _____ **Minor’s Name:** _____



Volunteer Code of Ethics

As a Journey Home Animal Care Center volunteer, I pledge to,

Respect

- Respect our operation staff & supervisors on every shift
- Respect everyone's opinion even though I may not agree with them
- Respect our items. Most, if not all, of our items we use every day has been donated by our amazing community. We need to respect all of our things & make sure they last a long time.
- Use good judgement & ask permissions of staff if anything is under question

Quality

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

Self-Discipline

- Hold myself accountable for the commitments I make
- Complete tasks I start from start to finish
- Hold myself accountable for my own hours & time
- Work hard while volunteering

Communication

- Recognize that communication means verbally & physically
- Listen to other's directions & advice
- Advise shelter personnel of any problems with equipment or any issue you think should be addressed

Welfare

- Strive to be apart of a non-judgement, positive environment
- Be proud for volunteering & value your work
- Respect all people & animals equally

X

Volunteer Signature



JOURNEY HOME
ANIMAL CARE CENTER



Volunteer Agreement

By signing this, I _____
acknowledge that I am a volunteer at Journey Home Animal Care Center. I
understand that the term volunteer means a person who is freely choosing
to render services to JHACC under a completely voluntary capacity.
Acknowledging that voluntary means at one's own will with generous,
charitable motives.

Terms & Conditions

Please initial:

_____ I understand that this is a strictly voluntary position with JHACC meaning
there is no compensation, employee benefits, or payment of any kind for
services you render.

_____ I understand that working at an animal shelter means I am knowingly exposing
myself to animals with unknown illness & received education prior to
volunteer work.

_____ I acknowledge I will receive trainings for any area of interest at JHACC. Thus, I
do acknowledge that the temperament of each animal in the shelter has been
presented to me prior to handling them. I agree to hold JHACC harmless for
any injury(s) which might sustain from handling animals in the course of my
volunteer hours.

_____ I fully understand any and all risks involved in my volunteer duties at the
shelter. These include, but are not limited to: kennel cleaning, cat cage
cleaning, working with cleaning chemicals, and other volunteer opportunity
work.

_____ I agree and acknowledge that I do not represent JHACC outside of volunteer
hours.

_____ I agree to familiarize myself with the trainings and job descriptions I am
presented with at JHACC.

_____ I understand that JHACC holds discretion to terminate my volunteer position at
anytime if any of the above terms & conditions are not met.

X

Volunteer Signature

X

Volunteer Coordinator Signature



Three-Strike Policy

What is our three-strike policy?

Our three-strike policy is a way for JHACC to maintain our standards, uphold our values, and make sure each and every volunteer is adhering to our agreed policies & standards.

1 strike – A warning strike. This starts your count of reaching three strikes. These can be given for any breaking of our rules & conducts during orientation. As well as, but not limited to, the volunteer agreement initialed during orientation.

2 strikes – A second strike is a written warning that one more warning will be a dismissal. JHACC reserves the right to dismiss & terminate any volunteer position if our terms & conditions are not met.

3rd Strike – Final, dismissal strike. This is a termination notice with an exit interview to inform you of why a decision was made. This will be with the volunteer coordinator & can also be with the operations manager as well as the director of development.

Our volunteer program is a great asset we have within our organization. We appreciate every volunteer that walks through our doors. However, the Journey Home Animal Care Center organization has policies, standards, and conditions that we must meet every day. We hold our volunteers to a high-professional standard that you must meet. This is why JHACC holds the right to terminate any volunteer position at anytime if these conditions are not met.

At the end of orientation, you are required to sign a Volunteer Agreement to initial that you understand our policies. We hold this in your file through the duration of your volunteer work with us. We hold the right to reference this document at any time during the course of your volunteering with JHACC. We appreciate your understanding of our policies.

For questions regarding our policies please contact our Development Director, taya@jhacc.org

I understand/agree to the 3-strike policy

SIGN HERE