



AGREEMENT AND GENERAL RELEASE FOR VOLUNTEERS

- 1. Voluntary Acknowledgement and Participation:** I have voluntarily agreed to serve as a volunteer for Angels Among Us Pet Rescue, a nonprofit corporation organized under the laws of Georgia dedicated to rescuing animals from kill shelters and from abusive or neglect situations across Georgia. I am referred to as a “volunteer.” I offer to perform as a volunteer of my own volition and desire to do so because I support the mission to “rescue one until there are none.” No one has demanded that I participate in any activity with Angels Among Us Pet Rescue.
- 2. Nature and Scope of Services:** As a volunteer, I will be contributing my time, talent, and effort to various administrative and/or functional activities of Angels Among Us Pet Rescue and performing a wide range of services to assist with rescuing animals, identifying and supporting fosters, recordkeeping, and animal care and placement. The services will be performed by me as assigned by an officer, director, employee, contractor, or another volunteer of Angels Among Us Pet Rescue. In the course of performing the services, I agree: To read and complete all required orientation, training, and paperwork related to my volunteer position. To disclose any physical or psychological limitations to appropriate staff before participating in any activity. 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 any such limitations. To read and obey all safety rules and regulations in the interest of the safety of the animals, staff, and volunteers. I acknowledge that Angels Among Us Pet Rescue has the right to revoke volunteer privileges if these rules and regulations are not followed. To treat all Angels Among Us Pet Rescue staff, volunteers, animals, property, tools, and equipment with respect and kindness, as required by Angels Among Us Pet Rescue’s Code of Conduct, and by signing this volunteer agreement I certify that I have read and understood the Code of Conduct and understand that they are stated organizational policies incorporated by reference to this agreement. I will also return all Angels Among Us Pet Rescue property when my volunteer relationship ends. Either Angels Among Us Pet Rescue or I can terminate this relationship at will.
- 3. No Compensation:** As a volunteer, I agree to provide my services without compensation. I understand that I will not be compensated for my efforts, nor am I an agent,

representative, or contractor of Angels Among Us Pet Rescue. I agree that I am not an employee, partner, agent, contractor, or principal of Angels Among Us Pet Rescue.

4. **Responsibility for My Own Acts and Omissions:** I hereby agree to be legally and financially responsible and will indemnify and hold Angels Among Us Pet Rescue harmless for my own acts and omissions relating to the service I am voluntarily providing to Angels Among Us Pet Rescue. 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 Angels Among Us Pet Rescue 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 Angels Among Us Pet Rescue with full knowledge of the risks and dangers involved and hereby agree to accept any and all risks of injury, sickness, death, or damage to myself, my family, my pets, and/or my personal property. As a volunteer, I may come into contact with and interact with animals, and such work entails risk of personal injury due to proximity to animals, dangerous equipment, and other considerations. These include, but are not limited to, being bitten, kicked, scratched, clawed, knocked over, tripped, and possibly exposed to zoonotic diseases, up to and including rabies. I understand the severity of being exposed to these diseases, and I hereby release Angels Among Us Pet Rescue, its board of directors, its officers, other volunteers, and all employees from any and all liability in the event of my exposure.
6. **Photo, Video, and Audio Release:** I understand that as a volunteer of Angels Among Us Pet Rescue, I may be recorded on film, video, or other electronic recording media or may provide my own film, video, or other electronic recording media to the organization. I hereby release and/or consent to such recording and release and consent to the use by Angels Among Us Pet Rescue of any recorded images or other media recordings of my name and likeness for any purpose related to furtherance of the objectives of Angels Among Us Pet Rescue. In particular, I grant Angels Among Us Pet Rescue permission to copyright and use, reuse, publish, and republish without restriction as to changes of alterations, for art, advertising, trade, or any other purpose. Further I understand that the product of all services I perform as a volunteer of Angels Among Us Pet Rescue will be the property of Angels Among Us Pet Rescue and that Angels Among Us Pet Rescue will have the sole right to use, sell, license, publish, or transfer any such work product, including all media and mechanical and electronic formats. I will disclose any such work product to Angels Among Us Pet Rescue and hereby release and assign all rights thereto to Angels Among Us Pet Rescue.
7. **Release:** As consideration for being permitted by Angels Among Us Pet Rescue to participate in activities and provide services, as a volunteer, I hereby agree that I, my assignees, heirs, distributees, guardians, and legal representatives will not make a claim against, seek compensation from, sue, or attack the property of Angels Among Us Pet Rescue for injury or damage resulting from any act, omission, negligence or other acts,

howsoever caused, by any officer, director, employee, agent, contractor, or representative of Angels Among Us Pet Rescue as a result of my participation in activities and performance of the services and any audio video recordings. I hereby release Angels Among Us Pet Rescue from all actions, claims, or demands that I, my assignees, heirs, distributes, guardians, and legal representatives now have or may hereafter have for injury or damage resulting from my participation in activities and performance of services.

_____ I have read the Release Agreement and fully understand that I will relinquish all claims or actions known now or in the future against Angels Among Us Pet Rescue. I am of legal age and legally competent to sign this agreement. I am signing this agreement of my own free will without the influence of anyone associated with Angels Among Us Pet Rescue.

8. **Confidentiality, Privacy, and Access to Information:** I understand that respecting privacy is a basic value of Angels Among Us Pet Rescue, and Angels Among Us Pet Rescue is obligated by law to protect this information. I further understand that personal and financial information is private and confidential and should not be shared, disclosed, or discussed with anyone without permission or authorization. During my association with Angels Among Us Pet Rescue and thereafter, I hereby acknowledge and expressly agree to the following terms to protect the confidentiality of information and to protect the privacy of directors, officers, employees, contractors, volunteers, donors, fosters, adopters, and applicants of Angels Among Us Pet Rescue:

_____ I will keep confidential, refrain from disclosing to others, and use only in the performance of my volunteer duties, all information of Angels Among Us Pet Rescue that I develop or learn about during the course of my association.

_____ I understand that this agreement covers all confidential information and business and technical know-how of or about Angels Among Us Pet Rescue which is not generally known to persons outside of Angels Among Us Pet Rescue and which I have been specifically authorized to access, disclose, or use only in relation to my specific job function. Examples of confidential information include, but are not limited to, information on: finances, including expenses and disbursements, membership, donors, volunteers, officers, directors, employees, contractors, fosters, intake, vetting, boarding, the origin of any animal, the condition of any animal, the treatment of any animal, the history of any animal, the current or prior location of any animal, the outcome of any animal, any incident related to any animal, campaigns, outreach programs, passwords, and any information received from others that Angels Among Us Pet Rescue has agreed to keep confidential. This includes information contained in the organization's database, shared on internal social media pages (e.g. Facebook), or received through any written or oral communication. I further understand that confidential information expressly includes the following for any person associated in any way with Angels Among Us Pet Rescue (including but not limited to donors, directors, officers, employees, fosters, volunteers, contractors, adopters, and applicants): all personal identifying information (specifically including but not limited

to addresses, phone numbers, social security numbers, birthdates, information relating to family members, children or personal animals, driver's license number, personal health or medical information, or financial information of any kind.

_____ I hereby acknowledge and expressly agree that I will only access confidential information for legitimate purposes as specifically permitted and required in the course and scope of my volunteer duties by Angels Among Us Pet Rescue and not for any other reason. I understand that as a volunteer I am not entitled to access any confidential or other information on any animal or person associated with Angels Among Us Pet Rescue for any reason outside of the specific authorization for access required in the course and scope of performance of my volunteer duties.

_____ I hereby acknowledge and expressly agree that I will not use, share, disclose, publish in any way, or otherwise provide confidential information for personal use or for any use outside of the course and scope of performance of my volunteer duties.

_____ I accept responsibility for appropriate handling and management of confidential information whether I come into contact with such information through my authorized access or in error.

_____ I will maintain the confidentiality of this information and if uncertain about the appropriateness of who this information may be shared with in the course and scope of my authorized access, I will discuss any questions I have with the Angels Among Us Pet Rescue representative supervising my volunteer position. I understand that even the most innocuous file can contain confidential information and that any requests for information outside the scope of my authorized access should be directed to the appropriate person or team responsible for that information.

_____ I understand that I may receive access to confidential information through an assigned user ID and instructed to develop personal password(s). I will not share my computer user login IDs and passwords with anyone, at any time, for any reason, except in cases necessary to facilitate computer maintenance and repairs by an appropriately authorized representative of Angels Among Us Pet Rescue. I further understand that I have no expectation of privacy with respect to my use of any electronic resources of Angels Among Us Pet Rescue and understand that my usage may be tracked or monitored at any time to ensure compliance with Angels Among Us Pet Rescue policies and with this agreement.

_____ I will not leave confidential information in view of others who do not have a legitimate business reason to view the information, and I will only share confidential information with persons having authorized access.

_____ I will not discuss confidential information in public in any way – including, but not limited to, verbally, over email or text message or message group, or through any form

of social media – I will not remove, copy, or otherwise disclose or distribute confidential information without express authorization from Angels Among Us Pet Rescue.

_____ I will not provide information or updates about Angels Among Us Pet Rescue, the animals in the organization’s care, or active members to former directors, staff, fosters, volunteers, adopters, donors or other individuals. Furthermore, I understand that once I have left my volunteer position and/or terminated my relationship with Angels Among Us Pet Rescue, I will not receive any of the aforementioned information or updates.

_____ In all instances as described above, I acknowledge my personal obligation to protect, through execution of reasonable steps, the confidentiality, integrity and privacy of this information in accordance with the policies of Angels Among Us Pet Rescue, regulatory or legal requirements or other special handling requirements, and prevent unauthorized distribution, access, modification, destruction or disclosure of sensitive or confidential or private information. In the absence of stated guidance or without a clear indication of sensitivity, I will treat and handle all information as if it were sensitive, confidential, and private.

_____ I understand that my obligations under Section 8 of this agreement with respect to confidentiality and privacy are continuing and do not cease even if my volunteer relationship with Angels Among Us Pet Rescue is terminated.

_____ To the extent my volunteer relationship with Angels Among Us Pet Rescue is terminated, I understand that I have the obligation to return, remove, or permanently delete all confidential information contained in my computer(s), electronic device(s) including phones, storage, electronic mail, or in any other place I have maintained or stored confidential information.

_____ I understand that unauthorized disclosure and/or misuse of confidential information, whether intentional or due to neglect on my part, is a breach of policy, which may result in my disassociation from Angels Among Us Pet Rescue, the termination of access to, or the termination of a contractual agreement. I further understand and acknowledge that unauthorized disclosure and/or misuse of confidential information, whether intentional or due to neglect on my part, may subject me to possible civil and/or criminal legal action and my own personal financial liability.

9. **Term of Agreement:** I acknowledge that this agreement will apply to the entire term of my volunteer relationship, starting with the date I first perform volunteer duties for Angels Among Us Pet Rescue, even if it pre-dates the date of this agreement, and continuing as long as I continue to be a volunteer and thereafter as is necessary to protect the interests and rights of Angels Among Us Pet Rescue arising herein with respect to confidentiality and use of my work products and/or audio video material as authorized above.

10. **Governing Law:** This agreement will be governed by and construed in accordance with the laws of the State of Georgia.

By signing I agree to all Ten points above and I certify all of the following:

1. I am over 18 years of age.
2. I have personal health insurance coverage.
3. I understand and agree that if I drive and/or use my automobile in volunteer service, I must have automobile insurance equal to or greater than the minimum limits required by the state of Georgia, and I agree to provide a copy of proof of that automobile insurance to Angels Among Us Pet Rescue.

By: _____