



21001 M-78 Highway, Independence, MO 64057 • PH: 816-325-7207 • FAX: 816-325-7074

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 read and initial each item below)

- 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 and I understand that animals are inherently unpredictable and I may be subject to health and safety risks. I agree to hold the City of Independence and The Shelter harmless for any injury(s) which I might sustain from handling animals during the course of my volunteer duties.
- I acknowledge and understand that as a volunteer, I am not covered by The Shelter’s Workers’ Compensation or any other insurance policy for any damages or injuries I may sustain during my volunteer activities.
- 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, off-site events and other volunteer duties.
- I agree to familiarize myself with The Shelter policies and procedures 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 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 at The Shelter.
- I agree to report any animal health or behavior concerns that I may observe during the course of my volunteer duties.
- I agree to report any animal bites that occur during the course of my volunteer duties.
- 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.
- I agree to work as a team member and will treat all volunteers and staff with respect.
- I agree that if I volunteer to transport any animal(s) in my personal vehicle, or I assist with transportation for any capacity for The Shelter, I will maintain at least the State-required minimum amounts of automobile insurance on the vehicle and I release, indemnify, and hold the City of Independence and The Shelter harmless from any claims arising from and/or related in any way to an animal’s presence in my vehicle.
- I understand that any animals with restrictions are off limits to volunteers. This includes putting your fingers in the cage to pet them. Animals are off limits for a number of reasons such as a court case, stray hold, aggression, pending vaccines, temperament testing.

- I understand volunteers are not permitted in the quarantine rooms.
- I agree to be mindful of the animals' cage cards regarding restrictions, special diets, medical concerns, etc.
- I understand that dogs may not be tethered.
- I understand The Shelter building and grounds will be a smoke-free campus for the safety and health of the staff, volunteers, visitors and animals. Smoking and vaping are not permitted.
- I acknowledge that all shelter animals are property of The Shelter and shall not be sold, given away, or adopted out without staff approval. Volunteers must not make a promise of adoption to anyone.
- I agree to adhere to the dress and grooming policy.
- I acknowledge and understand that it is recommended that all volunteers be current on their tetanus immunization.
- I understand staff members may not be contacted during their off-duty hours unless specifically instructed to do so.
- I understand verbal or physical abuse to other volunteers, staff, or visitors will not be tolerated.
- I understand it is the goal of The Shelter to operate as a no-kill shelter; however, there will be times that animals must be euthanized for medical and behavioral concerns. The decision to euthanize an animal is never easy, and many factors are taken into consideration, including the safety of the staff, volunteers, and public, and the animal's quality of life status. Staff and volunteers may disagree with the decision, however, it is important to understand the difficulty of making these decisions and avoid creating a negative work environment.
- I understand that public relations are an important part of a volunteer's activities on behalf of The Shelter. I understand that as a volunteer for The Shelter, I may be recorded on film, video or other electronic recording media. I hereby consent to such recording and the use by The Shelter of any recorded images or other media recording of my name and likeness for any purpose related to furtherance of the objectives of The Shelter. I grant The Shelter permission to copyright and use, reuse, publish and republish any recordings for art, advertising, or other purpose.
- During my association with The Shelter and thereafter, I will keep confidential, refrain from disclosing to others, and use only in the performance of my volunteer duties, all confidential information that I develop or learn about during the course of my association.
- I understand that I or The Shelter may terminate this agreement at any time without cause, and that I am volunteering my services at will and may be asked to discontinue such without prior notice or reason.
- I agree to provide a cell phone number that may enable me to receive text messages regarding volunteer opportunities.
- Volunteers must be at least 16 years of age. I understand if I am under 18 years of age, I must submit the Parent/Guardian Consent Form with my Volunteer Agreement. Please check the applicable box below:
 - I am over 18 years of age.
 - I am over 16 years of age, but under 18 years of age and the Parent/Guardian Consent form is included with my Volunteer Agreement.

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 personal injury, property damage, disability, disease or death. On behalf of myself, and my heirs, personal representative and assigns, I hereby release, discharge, indemnify and hold harmless the City of Independence and 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.

Signature of Volunteer

Date

Print Name

Cell Phone Number

Address

City/State/Zip

Email Address



Parental/Guardian Consent

I (we) am/are the parent(s) or legal guardian of _____ who is 16 years of age or older and who desires to be a volunteer at The Shelter. I have read, understand and agree to the Terms and Conditions in the Volunteer Agreement and it is important to me (us) that this minor be allowed to volunteer for The Shelter.

Being fully informed as to these risks and in consideration of The Shelter allowing my child to volunteer, I (we), on behalf of myself (ourselves) and on behalf of the above-named participant minor, assume all risk of injury, damage and harm to the minor which may arise from the minor's participation as a volunteer. I (we) further agree, individually and on behalf of the above-named minor, to release and hold harmless the City of Independence and The Shelter, its officials, employees, volunteers and agents and agree to waive any right of recovery that I (we) may have to bring a claim or lawsuit for damages against them for any personal injury, death or other harmful consequences occurring to the above-named minor or me arising out of the Minor's voluntary participation. I (we) grant my (our) full and voluntary consent for the above-named minor to participate in the activity described above.

Signature of Parent(s)/Guardian

Date

Print Name(s)

Cell Phone Number

Emergency Contact Information:

Name

Phone Number

Name

Phone Number