



## Volunteer Agreement and Waiver and Release

Please Note: If the volunteer is under 18 years of age, a parent/guardian must sign this Agreement.

I agree I will volunteer services to Honda Hills in accordance with the following understandings:

1. I will offer services with no expectation of pay, benefits, or other privileges of employment of

any kind. I certify that I have not been promised and have no expectation that I will receive a paid position as a result of any volunteer work.

2. I understand that placement into volunteer positions are at the sole discretion of Honda Hills. Accordingly, my volunteer assignment/service may be withdrawn or terminated at any time.

3. I agree to follow all of Honda Hills's Rules and all applicable State and Federal laws, rules, and regulations.

4. I agree to follow the directions of Honda Hills staff and to exercise reasonable care in all activities in which I participate.

5. I understand that despite careful preparation and instruction, not all hazards can be foreseen. I agree that I am solely responsible for determining if I am physically fit and/or properly skilled for any volunteer activity. I understand that I always have the right to refuse to participate in any task that I am uncomfortable with. I agree to waive, release and hold Honda Hills harmless from all tort and civil liability arising from or relating to my volunteer services. This Agreement to waive, release and

hold harmless includes not just Honda Hills, but also its officers, employees, agents and independent contractors.

6. I understand and agree that Honda Hills is not responsible for any of my personal property that is lost, damaged, or stolen while participating as a volunteer.

7. I grant Honda Hills, all sponsors, affiliates, parties permitting use of property, coordinating groups, volunteers, and any individuals associated with the activity, permission to use my photograph or image with or without name, both single and in conjunction with other persons or objects for any and all purposes, including, but not limited to, private or public presentations, advertising, publicity, and promotions relating thereto.

8. In the event of a medical emergency, I hereby give my consent for 1) transfer to the nearest hospital reasonably accessible; 2) the administration of any treatment deemed necessary by a licensed physician or dentist. This authorization does not cover major surgery, unless the medical opinions of two licensed physicians or dentists, concurring in the necessity for such surgery, are obtained prior to the performance of such surgery.

9. In consideration of being permitted to participate in the volunteer activity, I hereby, for myself, and our executors, administrators and assignees, assume all risks and hold Honda Hills, all sponsors, affiliates, parties permitting use of property, coordinating groups, volunteers, and any individuals associated with the activity harmless from any and all liability, causes of action, debts, claims, damages, or demands of any nature whatsoever which may arise in connection with my participation in activities.

10. MINOR VOLUNTEERS (12 – 17 years old): I hereby give my consent for my dependent to sign him/herself in and out of the volunteer activity. I give my consent for my dependent to leave the activity without adult supervision at the conclusion of the activity. I hereby, for myself, my child, and our executors, administrators and assignees, assume all risks and hold Honda Hills, all sponsors, affiliates, parties permitting use of

property for the activity, coordinating groups, volunteers, and any individuals associated with the activity

harmless from any and all liability, causes of action, debts, claims, damages, or demands of any nature whatsoever which may arise in connection with my dependent leaving the activity without adult supervision.

11. This Agreement shall be governed and construed in accordance with the laws of Ohio, without regard to

Ohio's conflicts-of-law principles, and all claims relating to or arising out of this contract, or the breach thereof, whether sounding in contract, tort or otherwise, shall likewise be governed by the laws of Ohio, without regard to Ohio's conflicts-of-law principles. Any claims, legal proceeding or litigation arising in connection with this Agreement will be brought solely in Licking County, Ohio, and the Parties consent to the jurisdiction of such courts.

### **Honda Hills Volunteer Code of Conduct**

1. Volunteers will portray a positive role model by maintaining an attitude of loyalty, patience, courtesy, tact, and maturity.
2. Volunteers will act in a caring, honest, respectful, and responsible manner.
3. Volunteers will respond to participants with respect and consideration and treat all participants equally, regardless of sex, race, religion, culture, economic level of the family, or disability.
4. To wear the designated attire for the volunteer duties assigned. If provided by Honda Hills, will be responsible for laundering between events and arriving with provided attire, neat, tidy and ready for event.
5. Volunteers will limit non-essential cell phone use as to not interfere with volunteer duties.
6. Profanity, inappropriate jokes, gossip, sharing intimate details of one's personal life, and any kind of harassment in the presence of participants, volunteers, or staff is prohibited.
7. Volunteers will notify Honda Hills in a timely manner when their availability changes or they are unable to fulfill a confirmed volunteer assignment.
8. Volunteers will discuss concerns and complaints in an appropriate manner with Honda Hills staff.
9. To attend any volunteer training that is required for the duties to be performed

10. Volunteers are to report to Honda Hills any volunteer observed to have violated policies listed in this Code of Conduct

### **Volunteer Rights & Responsibilities**

As a volunteer, you have the right to:

- Do meaningful and satisfying work
- Be recognized as a valued team member
- Have choices and feel comfortable about saying "no"
- Volunteer in a safe and healthy environment
- Receive feedback
- Receive recognition for your contribution
- Have your personal information kept confidential

As a volunteer, you are expected to:

- Be reliable, punctual, and trustworthy
- Be a positive reflection on Honda Hills (neat appearance, polite, friendly, respectful, etc.)
- Ask for support when it is needed
- Stay safe
- Be accountable and accept feedback
- Give adequate notice if your availability changes
- Discuss complaints in an appropriate manner with Honda Hills staff

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It is understood by signing below, that volunteer or Guardian of Minor, has read and agrees to the Honda Hills Volunteer Agreement, Waiver, Code of Conduct and Rights and Responsibilities. The signature below will be valid for a full calendar year of Honda Hills events. A copy of this document has been offered to the Volunteer.

Volunteer PRINT Name	If minor, PRINT name of parent/guardian	Signature of Volunteer or Legal Guardian	Date