



## VOLUNTEER RELEASE AND WAIVER OF LIABILITY

This **Volunteer Release and Waiver of Liability** (this "Release") is executed as of the date indicated below by the volunteer indicated below ("I" or "me") in favor of Senior Services, Inc., a non-profit organization organized and existing under the laws of the State of North Carolina, and its members, trustees/directors, officers, employees, volunteers, and agents (collectively, the "Organization").

I desire to volunteer for Senior Services and engage in activities related to being its volunteer (the "Activities"). I understand that the Activities may include, but are not limited to activities and services in support of Senior Services mission of providing care and support to older adults, delivery of meals in my personal vehicle, personal visits with program participants, and similar matters. I also understand that as a volunteer I will receive no compensation or remuneration for my services and will not be eligible for any employee benefits. I acknowledge that I am not an employee.

In exchange for being allowed to participate in the Activities as a volunteer and for other good and valuable consideration, the receipt and sufficiency of which I acknowledge, I hereby freely, voluntarily, and without duress execute this Release and agree to the following terms:

1. **Compliance with Policies.** I acknowledge and agree that I have received and read the Organization's policies, rules and instructions concerning the Activities and I agree to comply with them and with all other applicable policies and procedures, training, and safety rules of Senior Services, and will follow Senior Services instructions in carrying out the Activities. This includes compliance with confidentiality standards, maintaining automobile insurance, adherence to the safety, code of ethics, and code of conduct policies, along with all other procedures and processes outlined in the handbook and in training.

I understand that an updated copy of the Senior Services Volunteer Handbook may be accessed by asking a staff person or by visiting the "Volunteers" page on the Senior Services website.

2. **Assumption of Risk.** I am aware and understand that the Activities may be inherently dangerous and may expose me to a variety of foreseen and unforeseen hazards and risks. I acknowledge that I am voluntarily participating in the Activities and have considered those risks. I hereby expressly and specifically assume such risks, including

any and all risk of injury, harm, or loss that I may incur as a result of my participation in the Activities.

3. **Medical Treatment.** I hereby give consent and authority to Senior Services to obtain medical treatment on my behalf if I am injured or require medical attention during my participation in the Activities. I understand and agree that I am solely responsible for all costs related to such medical treatment, medical transportation, and/or evacuation. I hereby release, forever discharge, and hold harmless Senior Services from any claim whatsoever in connection with such treatment or other medical services.

5. **Insurance.** I understand that, except as agreed to by Senior Services in writing, Senior Services does not assume any responsibility for or obligation to provide financial assistance or other assistance, include but not limited to medial, health, or disability insurance of any nature in the event of my injury, illness, or death, or damage to or loss of my property.

I also understand that workers' compensation insurance is not available to volunteers and that Senior Services does not provide workers' compensation insurance for volunteers. I expressly waive any claim for compensation or liability on the part of the Organization in the event of any injury or medical expense.

4. **Release and Waiver.** I hereby fully and forever release and discharge Senior Services from, and expressly waive, any and all liability, claims, and demands of whatever kind or nature, either in law or in equity, that may arise from my participation in the Activities. I agree not to make or bring any such claim or demand against Senior Services, and fully and forever release and discharge Senior Services from liability under such claims or demands.

I understand that this release discharges Senior Services from any liability or claim that I may have against the organization with respect to any bodily injury, personal injury, illness, death, property damage, or property loss that may result from the activities, whether caused by the negligence of Senior Services or otherwise.

6. **Indemnification.** I hereby agree to indemnify, defend, and hold harmless Senior Services from any and all liability, losses, damages, judgments, or expenses, including attorneys' fees, that it may incur or sustain as a result of my [negligence, recklessness, or willful misconduct in connection with my] participation in the Activities, arising out of any third-party claim.

7. **Photographic Release.** I understand and agree that during the Activities, I may be photographed and/or videotaped by Senior Services for internal and/or promotional use. As stated in the Volunteer Handbook, volunteer consent is assumed unless verbally stated otherwise at the time the picture is taken and grants Senior Services the right, title, and interest, including but not limited to, any royalties, proceeds, or other benefits, in any and all such photographs or recordings, and consent to the Organization's use of my name, image, likeness, and voice in perpetuity, in any medium or format, for any publicity without further compensation or permission.

8. **Miscellaneous.** I hereby agree that this Release represents the full understanding between Senior Services and me and supersedes all other prior agreements, understandings, representations, and warranties, both written and oral, between us, with respect to the subject matter hereof. If any term or provision of this Release shall be held to be invalid by any court of competent jurisdiction, that term or provision shall be deemed modified so as to be valid and enforceable to the full extent permitted. The invalidity of any such term or provision shall not otherwise affect the validity or enforceability of the remaining terms and provisions. This Release is binding on and inures to the benefit of Senior Services and me and our respective heirs, executors, administrators, legal representatives, successors, and permitted assigns. Section headings are for convenience of reference only and shall not define, modify, expand, or limit any of the terms of this Release.

9. **Governing Law.** I hereby agree that this Release is intended to be as broad and inclusive as permitted, and that this Release shall be governed by and interpreted in accordance with the laws of the State of North Carolina without reference to any choice of law doctrine.

**[SIGNATURE PAGE FOLLOWS]**

By signing, I acknowledge that I have read and understood all of the terms of this release and that I am voluntarily giving up substantial legal rights, including the right to sue Senior Services.

Signature of Volunteer: \_\_\_\_\_

Name of Volunteer (please print): \_\_\_\_\_

Address: \_\_\_\_\_

Date: \_\_\_\_\_

**If the volunteer is under 18 years of age, a parent or legal guardian must also sign.**

I am the parent or legal guardian of the minor named above. I have the legal right to consent to and, by signing below, I hereby consent in all respects to the terms of this Release. I authorize the Organization to obtain medical treatment for such minor and release it from liability in accordance with Section 3 of this Release.

Signature of Parent or Legal Guardian: \_\_\_\_\_

Name of Parent or Legal Guardian (please print): \_\_\_\_\_

Address: \_\_\_\_\_

Date: \_\_\_\_\_