

Volunteer Waiver of Liability & Agreement of Understanding

I, _____, commit to read and abide by the following:

1. understand that wildlife rehabilitation can be dangerous and involves exposure to potentially serious or life threatening injury or illness. I VOLUNTARILY AND WITHOUT COMPENSATION AGREE TO ACCEPT ANY AND ALL RISKS OF ACCIDENT, ILLNESS, OR DEATH INVOLVED IN WILDLIFE REHABILITATION, OR ANY OTHER ACTIVITY OF GCWR, AND AGREE TO WAIVE LIABILITY AGAINST, AND HOLD HARMLESS, GCWR, AND ANY AND ALL OF ITS INDIVIDUAL MEMBERS OR OFFICERS, THEREFORE. This waiver and agreement to hold harmless applies to any and all activities involving GCWR, and its individual members, and waives any claim against GCWR, and any and all individual members thereof, for actions including but not limited to caring for and handling animals, any act of transport, meeting, animal care, personal transportation, fundraising, social events, or any other activity connected with GCWR. I understand that GCWR has limited liability insurance that may not be applicable to any claim, and agree to provide such coverage myself if I desire the same. I agree that I will pay for my own medical treatment, or any other loss, for any damage, injury or illness that may result from any action I take in connection with GCWR.
2. agree that, should I fail to abide by any terms of the terms of this Waiver and Agreement, or any directive given to me by the staff or Board of Directors of GCWR, said staff or Board may, immediately and without notice to me, take any action they believe to be appropriate under the circumstances, including but not limited to immediate termination without notice of my volunteer and/or rehabilitation rights under this agreement, immediate communication of such termination to any affected agency or entity, and termination of my membership in GCWR. I expressly agree to waive any claim I may have should any such action occur.
3. CONFIRM I HAVE READ THE ENTIRE WAIVER AND AGREEMENT BEFORE SIGNING IT AND AGREE TO ABIDE BY ALL PROVISION HEREIN. I am a competent adult more than eighteen years of age.

By signing below, I agree to waive any potential claim against Gold Country Wildlife Rescue, Inc. (hereafter GCWR), and further agree to abide by the rules, protocols, and policies of said organization.

Signature: _____ Date: _____

Acknowledgement of Memorandum of Understanding

Gold Country Wildlife Rescue (GCWR) is a non-profit, volunteer organization, dedicated to the rescue, rehabilitation, and release of injured and orphaned wildlife. We are permitted through the California Department of Fish & Wildlife and the US Fish & Wildlife Service. We operate under a Memorandum of Understanding (MOU) and must abide by the wildlife care standards stated in the MOU and under Title 14 section 679 of the California Code of Regulations. These standards include a requirement that all volunteers read the MOU and confirm that they will behave in accordance with the MOU.

I, _____, commit to read and abide by the standards defined in the MOU which include but are not limited to the following:

I Will:

- complete the trainings provided by GCWR in wildlife rehabilitation prior to handling wildlife.
- only briefly photograph/film an animal for educational purposes or to promote conservation with the prior approval of a staff member.
- make efforts to educate the public about wildlife, their natural history, conservation, and how to live in harmony with wildlife.
- wear appropriate gloves or other safety and/or hygiene equipment as directed when handling wildlife that is being administered care including: medical treatment, cleaning, and feeding.
- wear appropriate gloves or other safety and/or hygiene equipment when an animal is being filmed/pictured.
- keep people out of pictures/videos whenever possible - and take all other reasonable precautions - to prevent "pet-like" images of the wildlife in care.
- portray the animal only as a wild animal.

I Will Not:

- allow the public to handle wildlife.
- display or exhibit any rehabilitating animal under GCWR's care.
- coddle the animals, let the animals crawl on me, let them sit in my pocket, etc.
- allow human food, toys, or other inappropriate objects to be seen in pictures with wildlife.
- allow animals to wander around on unnatural surfaces, such as desk, computers, etc.

By signing below, I agree to abide by the rules and regulations stated in the Department of Fish and Wildlife MOU with GCWR. Failure to do so may result in loss of privileges or removal from GCWR.

Signature: _____

Date: _____

Photo and Video Release

By signing below, I acknowledge my photo may be taken and used during the course of my volunteer duties at Gold Country Wildlife Rescue. I hereby authorize GCWR to use, reproduce, and/or publish photographs and/or video that may pertain to me – including my image, likeness, and/or voice without compensation. I understand that this material may be used in various publications, public affairs releases, recruitment materials, broadcast public service advertising (PSAs), multimedia exhibits, or for other related endeavors. This material may also appear on GCWR web page and/or social media services.

Signature: _____

Date: _____

Communication & Social Media Agreement

Gold Country Wildlife Rescue (GCWR) is growing into a highly visible public institution and a leader in Placer county animal care. As such, the release and communication of information is carefully coordinated and timed based on the needs of the organization. In addition, staff and volunteers have a shared responsibility to monitor the information we release on the internet - including images, video, and text.

GCWR respects the rights of staff and volunteers to express themselves as long as they do not jeopardize or harm the reputation or business of the organization. What you say, write and post is a direct reflection of you and GCWR and may very well help or cause damage to your, or GCWR's, reputation.

Communication Guidelines:

- All reporters or media representatives who solicit GCWR information, on- or off-the-record, are to be directed to the Executive Director.
- GCWR staff and volunteers have access to areas not open to the public, and are permitted to take images or videos of animals in these areas. These may be used for non-commercial, personal use, providing they do not defame GCWR, and are in accordance with the Department of Fish & Wildlife MOU.
- Discussion of internal GCWR business or any confidential or sensitive issues are prohibited at all times, including print or electronic media. This includes but is not limited to animal births or deaths, illnesses, finance, personnel, donor, and husbandry issues. This is because even well-meaning comments can inadvertently cause damage to GCWR, as the receiving parties may mistakenly assume the message represents official GCWR policy, or, the message contains a complete set of facts about a situation at GCWR.
- Do not use racial or other slurs, personal insults, obscenity, threats, or engage in any conduct that would not be acceptable in the workplace.
- GCWR logos may not be used without consent from the Executive Director.

Social Media Guidelines:

- Staff are encouraged to create posts and social media content that portray the organization in a positive manner; all we ask is that you follow these guidelines
 - Be respectful to the organization, staff, rescuers, partners, and volunteers.
 - Respect the organization's confidentiality and proprietary information.
 - Comply with all other organizational policies, agreements, or verbal guidance, including those on the topics of ethics, code of conduct, confidentiality, photography/videography, and discrimination/harassment.
 - Check facts before creating a post.
 - When appropriate, make it clear that the views expressed in the post are yours alone and do not necessarily represent the views of GCWR.
 - Understand when the Executive Director asks that topics not be discussed for confidentiality or legal compliance reasons; understand that GCWR logos may not be used without consent from the Executive Director.
 - Ask the Executive Director if you have any questions about what is appropriate to include in your social media post, blog, photo, or video. It's OK to blog or Facebook post that you had a busy day helping with animal procedures; it is not OK to talk about details of injury, surgery, medication, etc.

By signing below, I agree to abide by GCWR's communication and social media agreement, and I understand that failure to do so may result in loss of privileges or removal from GCWR.

Signature: _____

Date: _____