



Gold Country Wildlife Rescue

Volunteer Agreements and Waivers

(version: 2021.02.09)

Waiver of Liability & Agreement of Understanding

I commit to read and abide by the following:

- I 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 OFFICERS, EMPLOYEES AND VOLUNTEERS. THEREFORE. This waiver and agreement to hold harmless applies to any and all activities involving Gold Country Wildlife Rescue (GCWR), and its officers, employees and volunteers, and waives any claim against GCWR, and any and all individual officer, employee and volunteer 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 acknowledge and adhere to CDC guidelines with regard to the COVID-19 pandemic to ensure health safety both at and away from GCWR. Follow all safety protocols and practices implemented by GCWR to prevent the spread of COVID-19, understand that I am volunteering my time at my own health risk, and certify that I am not experiencing any symptoms or have been in contact with someone experiencing symptoms prior to volunteering.
- I understand that vaccinations are available that may minimize or eliminate the risks involved in handling animals. If I desire such protection I agree to, at my own expense, obtain appropriate vaccinations for rabies and other diseases that may be carried by wild animals. I further agree that, if I do not obtain appropriate vaccination, I assume any and all risks that relate to handling animals without having obtained such vaccinations.
- I have received, read in full, and agree to abide by in their entirety the Memorandum of Understanding between GCWR and the California Department of Fish and Wildlife, and the Wildlife Rehabilitation permits issued by the California Department of Fish and Wildlife and U.S. Fish and Wildlife Service. I understand and agree that supervisory staff or the Board of Directors of GCWR shall make the ultimate decision regarding disposition of any animal referred by them to me for any purpose, and I agree to abide by that decision and waive any proprietary interest in any said animal.
- I 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 Board of Directors of GCWR and its delegates, said 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 volunteer status in GCWR. I expressly agree to waive any claim I may have should any such action occur.

I 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.



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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 staff and volunteers read the MOU and confirm that they will behave in accordance with the MOU.

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.
- follow all health and safety protocols established by GCWR for my own safety and the safety of the wildlife in GCWR's care.
- 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.
- share any patient, rescuer information, or data from GCWR without explicit permission from the Board of Directors.
- 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.



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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 Management or a member of the Board of Directors.
- 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.
- 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, deaths, illnesses, finance, personnel, donors, 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 or Member of the Board of Directors.



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Communication & Social Media Agreement

Social Media 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.
- Employees and volunteers are encouraged to re-post posts and social media content that originate from the GCWR official pages, as well as like and share GCWR officially released content. 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 a member of the Board of Directors asks that topics not be discussed for confidentiality or legal compliance reasons; understand that GCWR logos may not be used without consent from the President of the Board of Directors.
- Employees and volunteers are NOT permitted to post on GCWR's behalf without explicit permission from the Board of Directors.
- Ask a member of the Board of Directors 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.

Photo and Video Release

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- By signing below, I acknowledge my photo may be taken and used while performing my volunteer duties at Gold Country Wildlife Rescue (GCWR). 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.



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Agreement and Signatures

I agree that I have read, understand and agree to the following:

- Waiver of Liability & Agreement of Understanding
- Photo and Video Release
- Acknowledgement of Memorandum of Understanding
- Communication & Social Media Agreement

Signature _____ by

Printed Name Date _____ on _____, 20__