



CASPCA VOLUNTEER AGREEMENT

By signing below, I hereby accept a position as a Volunteer for the Charlottesville-Albemarle SPCA (CASPCA), upon the following terms, conditions and understandings:

Terms and Conditions

1. My services to the CASPCA are provided strictly in a voluntary capacity as a Volunteer and without any express or implied promise of salary, compensation or other payment of any kind whatsoever.
2. My services are furnished without any employment-type benefits, including employment insurance programs, worker's compensation accrual in any form, vacations or sick time.
3. I will familiarize myself and comply with the CASPCA's policies and procedures applicable to Volunteers. In particular, I fully understand that the CASPCA expects high standards of moral and ethical treatment of the animals under its care. I will adhere strictly to these standards in my capacity as a Volunteer.
4. I understand that the CASPCA without notice or hearing may terminate my services as a Volunteer at any time, with or without reason.

Release

1. I understand that the handling of animals and other Volunteer activities on behalf of the CASPCA may place me in a hazardous situation and could result in injury to my personal property or me. On behalf of myself, and my heirs, personal representatives and assigns, I hereby release, discharge, indemnify and hold harmless the CASPCA 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 CASPCA.
2. Understanding that public relations are an important part of a Volunteer's activities on behalf of the CASPCA, I hereby authorize the CASPCA to use any photographs of me in its possession for public relations purposes. I ask that the CASPCA use reasonable efforts to give me advance notice of any such use, but such notification is not a condition to release photographs for public relations.
3. I do hereby swear that I have never before been convicted of animal cruelty, neglect or abandonment.
4. I understand that I will be working in a facility with potentially hazardous chemicals and am aware of CASPCA's Hazard Communication Program.
5. I agree to sign a Confidentiality Agreement.

Date

Signature of Volunteer Signature of CASPCA Representative

Print Name Clearly Here

If you are under 18, we must have your parent or legal guardian's signature below prior to volunteering. **PARENT OR LEGAL GUARDIAN:** (must be signed before volunteer work begins) As a parent or legal guardian of the above-named volunteer, I hereby give consent for my child or ward, as the case may be to become a volunteer for the CASPCA as described in the above volunteer agreement and by the signature below join in and agree by the terms and conditions of the Release on the preceding page.

Date

Parent or Legal Guardian