



Volunteer Agreement

Rev. 05/2022

The River of Life Foundation Food Pantry appreciates your services and we will do our utmost to ensure that your volunteer experience is rewarding, productive, and safe. We are committed to respecting your skills and individual needs within the limitations of these requirements. We ask your cooperation in following these guidelines.

1. **Come dressed to volunteer. Closed toe shoes and long pants are required for food sorting. Sandals, sleeveless shirts, shorts, revealing or offensive clothing are not permitted. All volunteers must wear a name tag and vest for easy identification.**
2. Follow staff instruction and complete duties as assigned. **For safety reasons, use of ear buds and cell phones during service hours is prohibited.** Volunteers leaving before the end of a shift must advise staff.
3. Any volunteer requiring a time card for court ordered or school credit hours must get a staff signature at the end of the shift. Volunteers may use smartphones to take pictures of the time card until completion. Upon completion, the time card will be provided to the volunteer. The River of Life Food Pantry will not provide additional letters, verify hours electronically, sign third party time cards, or issue replacement copies of timecards in the event of loss. Volunteers assume all responsibility for documenting hours.
4. All personal belongings, purses, backpacks, computers, etc., should be left in your vehicle out of sight. The River of Life Foundation assumes no responsibility for damage to or loss of personal property of volunteers.
5. Health and Hygiene – If you are ill, refrain from volunteering. Proper hygiene is required as well as hand washing before handling food, after break, smoking or returning from the restroom. Keep your work area clean.
6. Be safe. Use proper lifting techniques, using your legs to push upwards, keeping your back straight and body balanced. Solicit the help of another person to lift objects over 20 pounds. Ask for help if you need assistance.
7. Only the Food Bank staff may operate forklifts or electric pallet jacks. Only trained adult volunteers may operate the baler, compactor or hand pallet jack. Youth volunteers may not work around forklifts, pallet jacks, compactor, and baler or participate in the loading and unloading of vehicles while power equipment is present or the operation of fleet vehicles.
8. Running, shouting, horseplay (tossing food, etc), riding pallet jacks, walking or stepping on pallets is not permitted.
9. Food or any product may not be taken from the warehouse or food sorting areas. Unauthorized possession will be considered stealing and will lead to immediate discontinuation of volunteering.
10. Harassment of any kind is not tolerated by staff or volunteers. Any behavior intended to create discord or restricting volunteers or staff from working will not be tolerated. Report incidents immediately to staff.
11. Anyone under the influence of drugs and/or alcohol will not be permitted to volunteer. Smoking, if allowed, must be in designated areas only.
12. Warehouse youth volunteers (ages 14-17) must have a parental permission slip in order to volunteer. Youths under the age of 14 WILL NOT be accepted; youths of age 14-15 must have parental accompaniment.
13. In cases of volunteer activities at distribution or partnering agencies, age and work requirements must be verified by each particular site and their requirements adhered to.
14. We reserve the right to refuse service to anyone.

I have read and understand my responsibility to follow these rules while I am a volunteer for any The River of Life Food Pantry activity. If I am ill, I will refrain from volunteering. Any injuries will be reported immediately to staff. I understand that I will be asked to discontinue volunteering and leave the premises if I do not follow these requirements and show good judgment.

Volunteer Print Name: _____ **Date:** _____

Address: _____ **City** _____ **State/Zip** _____

Volunteer Signature _____ **Phone** _____ **Email** _____

Organization/Group Name: _____ **Employer** _____

Emergency Contact Name: _____ **Phone:** _____

Agreement, Release and Waiver of Liability

In consideration of (i) being permitted to enter the River of life Foundation Food Pantry; (ii) assisting the River of life Foundation Food Pantry as a volunteer or participating in any activity (as defined below), whether at the River of life Foundation Food Pantry Facility or otherwise; and (iii) receiving the religious, charitable, social, recreational, educational or other benefits that I may enjoy as a result of my involvement or participation in any Activity, the receipt and sufficiency of which I hereby acknowledge, and in recognition of the not-for-profit status of the River of life Foundation, I agree as follows:

- 1. Liability Release. THIS IS A RELEASE OF LIABILITY.** I hereby knowingly and voluntarily waive, release, exculpate and discharge, on behalf of myself and my heirs, legal representatives, successors and assigns, the River of life Foundation, all foundations, subsidiaries and other entities affiliated with the River of life Foundation and each of their respective directors, officers, advisory board members, employees, agents, representatives and volunteers (collectively, the "Released Parties") from and against any and all liabilities (including liabilities arising from the negligence or fault of the River of life Foundation or any of the Released Parties) losses, injuries, claims, causes of action, suits, proceedings, settlements, damages, costs, fees and expenses, at law or in equity, known and unknown, foreseen and unforeseen, including, without limitation, attorneys' fees and costs of litigation, and any other liabilities arising out of, in connection with, or resulting from my involvement or participation in any volunteer activity, charitable activity, recreational activity, social activity, educational activity, service activity or program offered, sponsored or facilitated by the River of life Foundation or any of the Released Parties, whether at a the River of life Foundation Facility or otherwise (each, an "Activity") to the fullest extent permitted by law. Examples of an Activity include, without limitation, volunteer activities involving food sorting and distribution, use of meeting spaces and kitchen facilities at the River of life Foundation Facility and all recreational activities at the River of life Foundation Facility. By signing this Agreement, I voluntarily agree to release the River of life Foundation and the Released Parties in advance from all such potential liabilities and I agree not to sue or to commence any legal action, complaint or charge against the River of life Foundation or any of the Released Parties on any matter arising from, related to or in connection with my involvement or participation in any Activity or with this Agreement.
- 2. Indemnification.** I agree to indemnify and hold the River of life Foundation and each of the Released Parties harmless from and against any and all potential claims, lawsuits or actions brought by any third party against the River of life Foundation or any of the Released Parties arising from, related to or in connection with my involvement or participation in any Activity, whether caused by negligence or otherwise.
- 3. Assumption of Risk.** I understand and acknowledge that there are risks inherent in the Activities and that my involvement or participation in any of the Activities can result in loss, damage, personal injury, permanent disability or death. I agree to assume and accept all such risks that potentially accompany involvement or participation in any of the Activities. I also agree to take all reasonable measures to avoid any risks, injury or death to myself and others.
- 4. Emergency Healthcare Authorization.** In the event of any injury or illness to me, whether real or suspected, during my involvement or participation in any Activity, I hereby authorize and give permission to the River of life Foundation to arrange for emergency transportation to a doctor or hospital for medical diagnosis or treatment including, without limitation, emergency surgery or medication, and I assume the responsibility of all related fees and expenses arising therefrom.
- 5. Status.** I acknowledge that I shall not be deemed an employee, agent, subcontractor or independent contractor of the River of life Foundation or any of the Released Parties and I have no expectation that as a result of my involvement or participation in any Activity, I will be provided employment with the River of life Foundation, whether now or in the future. I further acknowledge that the River of life Foundation will not provide me with compensation, unemployment insurance, worker's compensation or any other benefit of employment as a result of my involvement or participation in any Activity. Either the River of life Foundation or I may terminate my involvement or participation in any Activity at any time, with or without notice, and for any reason, with or without cause.
- 6. Conduct.** I acknowledge that the River of life Foundation may provide me with verbal and/or written instructions, rules, guidelines and procedures in connection with an Activity (collectively, the "Instructions") and I agree to comply with all such Instructions in all respects while involved or participating in any Activity.
- 7. Permission to Use Image and Voice.** I hereby grant to the River of life Foundation the unqualified and irrevocable permission to photograph, videotape or record my image, voice and property in any form or manner during my involvement or participation in any Activity, regardless of location, including any time while I am at a the River of life Foundation Facility. I understand and agree that (i) the River of life Foundation, in its sole discretion, may at any time use such photographs, tapes or recordings of my image, voice or property, as applicable, without restriction of any kind including, without limitation, use in promotional materials, audiovisual works and displays by any means whatsoever, including the internet; and (ii) I shall not be entitled to any compensation or other remuneration whatsoever as a result of such use.

By signing below, I acknowledge that I have carefully read this Agreement, Release and Waiver of Liability, and agree that its terms are binding on me and my heirs, legal representatives, successors and assigns. If I am under 18 years of age, my parent or legal guardian has agreed to this Agreement, Release and Waiver of Liability on my behalf as indicated below.

Name _____ Signature _____

Date ____/____/____

I, the undersigned parent or legal guardian of the minor whose name appears above, hereby consent to the minor's involvement or participation in any of the Activities. My signature indicates that I have fully read this document, am legally responsible for the minor identified above and am qualified to sign this Agreement on the minor's behalf. I hereby consent and agree to the terms of this Agreement, Release and Waiver of Liability on behalf of the minor identified above and agree that it shall be binding upon the minor and the minor's heirs, legal representatives and assigns.

Print Parent/Guardian Name: _____ Parent/Guardian Signature _____ Date ____/____/____