



RELEASE AND WAIVER OF LIABILITY FOR MINORS

I, the undersigned, hereby certify that I am the adult parent or guardian of _____, a minor under the age of eighteen years ("Minor"), and I consent to his/her participation in volunteer activities and events with L.O.L.A.'s Rescue ("LR").

I hereby agree as follows:

- 1. Supervision.** I understand that Minor is to be under my direct care and supervision at all times during volunteer activities, and that Minor shall at no time be deemed to be under LR's custody or direct supervision and control. I recognize my responsibility to ensure that Minor participates only in those activities for which he/she has the required skills and training. I agree to ensure Minor abides by any and all applicable health and safety standards required by law or regulation, as well as all LR policies, procedures, and protocols then in effect and as may be updated from time to time.
- 2. Voluntary Participation.** I fully understand and agree that Minor is participating with LR as a volunteer. As a volunteer, Minor will not be paid for services and will not be covered by or eligible for any employment rights or benefits. Participation with LR is at-will and may be terminated at any time by LR, Minor, or myself for any reason or no reason. LR may remove any individuals, including volunteers, from the property of LR or its event sponsors at any time in its sole discretion; If LR requests Minor be so removed, I will immediately cooperate and comply.
- 3. ASSUMPTION OF RISK.** I AM FULLY AWARE OF AND ASSUME THE RISKS, INCLUDING BUT NOT LIMITED TO THE RISK OF SERIOUS BODILY INJURY, OF PARTICIPATION IN VOLUNTEER ACTIVITIES WITH LR. KNOWING THE RISKS DESCRIBED HEREIN, I AGREE, PERSONALLY AND ON BEHALF OF THE MINOR NAMED ABOVE, TO ASSUME ALL THE RISKS AND RESPONSIBILITIES SURROUNDING MINOR'S PARTICIPATION WITH LR. TO THE FULLEST EXTENT ALLOWED BY LAW, I HOLD HARMLESS AND AGREE TO INDEMNIFY LR, ITS OFFICERS, DIRECTORS, FACULTY, STAFF, VOLUNTEERS, EMPLOYEES, AND AGENTS, FROM AND AGAINST ANY PRESENT OR FUTURE CLAIM, CAUSE OF ACTION, LOSS, OR LIABILITY FOR INJURY TO PERSON OR PROPERTY, WHICH SAID MINOR MAY SUFFER OR FOR WHICH SAID MINOR MAY BE LIABLE TO ANY OTHER PERSON, RESULTING FROM ANY CAUSE WHATSOEVER AND REGARDLESS OF FAULT. TO THE FULLEST EXTENT OF THE LAW, I, ON BEHALF OF MYSELF, MINOR, MY SPOUSE, NEXT OF KIN, HEIR(S), ADMINISTRATOR(S), REPRESENTATIVE(S), AND EXECUTOR(S) HEREBY RELEASE AND FOREVER DISCHARGE AND HOLD HARMLESS LR AND ITS DIRECTORS, OFFICERS, EMPLOYEES, VOLUNTEERS, AGENTS, SPONSORS, INSURERS, ATTORNEYS, SUCCESSORS, AND ASSIGNS FROM ANY AND ALL LIABILITY, INJURIES, ILLNESS, CLAIMS, AND DEMANDS OF WHATEVER KIND OR NATURE, EITHER IN LAW OR IN EQUITY, WHICH ARISE OR MAY BE ATTRIBUTED TO MINOR'S PARTICIPATION IN LR ACTIVITIES. I UNDERSTAND THIS RELEASE DISCHARGES LR FROM ANY AND ALL LIABILITY OR CLAIM THAT I OR MINOR MAY HAVE AGAINST LR WITH RESPECT TO ANY INJURY, ILLNESS, DEATH, PROPERTY DAMAGE, INVASION OF PRIVACY, DEFAMATION, OR ANY OTHER CAUSE OF ACTION THAT MAY RESULT FROM MINOR'S PARTICIPATION WITH LR OR LR'S USE OF MATERIALS (AS DEFINED BELOW).
- 4. Intellectual Property.** Volunteer services may include or result in the discovery, creation, development, or improvement of works of authorship, ideas, methods, inventions, software, documentation, utilities, tools, devices, improvements, and any and all deliverables and work product, whether or not copyrightable or patentable, originating with, conceived, invented, acquired, or developed, either solely or jointly with others (collectively, "Work Product"). I understand and agree that all Work Product provided to LR through Minor's volunteer activities or otherwise created by Minor utilizing LR materials or information will be considered for all purposes "Work Made for Hire," as that phrase is defined by the U.S. copyright laws, and will be owned by and for the express benefit of LR.
- 5. Media Release.** I hereby grant permission to LR to take photos, videos, and/or audio recordings of Minor's likeness ("Materials"). These Materials will be owned by LR, and LR shall have the right to use, edit, adapt, post, stream, copy, and exploit such Materials, and all elements embodied therein and any derivatives thereof, in whole or in part, alone or in conjunction with other material, in any and all media now known or hereafter devised, for the purpose of training, operations, trade, advertising, promotion, or any other lawful purpose



whatsoever, in perpetuity, throughout the world, without additional compensation, consideration, notification or permission, except where prohibited by law.

- 6. Code of Conduct. I understand that this can be a challenging environment, and I will not allow Minor to promote negative actions or behaviors or in any way compromise the success and safety of LR, its employees, customers, volunteers, or animals. LR holds a zero-tolerance policy for mental, verbal, or physical abuse of people, animals, or property. Anything perceived to be negatively affecting any part of LR will be diligently investigated and may lead to disciplinary action internally and externally, including termination and legal charges. The definition of Rescue is literally: "to save (someone) from a dangerous or distressing situation".

I am the legal parent or guardian of the herein-named Minor and have been given adequate time to fully read and review the terms of this Release and Waiver of Liability for Minors. I understand and acknowledge that by signing this Agreement I am waiving certain legal rights on behalf of both myself and my minor child. I hereby accept and agree to the terms contained herein.

Volunteer Name: _____

Parent/Guardian Name: _____

Address: _____

Phone: _____

Email: _____

Parent/Guardian Signature*: _____ **Date:** _____

*By typing in your legal name, you are signing this contract electronically and agree your electronic signature is the legal equivalent of your acceptance and agreement as if actually signed by you in writing. You also agree that no certification authority or other third party verification is necessary to validate your e-signature, and that the lack of such certification or third party verification will not in any way affect the enforceability of your e-signature or this Agreement between you and LR.