



Waiver of Liability for Providing Volunteer Services

Volunteer Name:

Parent or Guardian (if underage) Name:

Phone Number:

Email Address:

Emergency Contact Name:

Emergency Contact Phone Number:

Allergies:

Any other important health information (medications, conditions, etc.):

I, _____, wishing to volunteer my time and services for Red Willow Center, hereby acknowledge that said organization is doing everything it can to protect their stakeholder's well-being as well as myself as a volunteer. In return for being allowed to participate in Red Willow Center volunteer activities and all related activities, including any activities incidental to such participation ("Volunteer Activities"), the undersigned Volunteer or Parent/Legal Guardian of Volunteer if Volunteer is under age 18 (hereafter referred to using "I," "me," or "my") releases and agrees not to sue the Red Willow Center or its officers, directors, employees, contractors, sponsors, agents, and affiliates from all present and future claims that I may make, my family, estate, heirs, or assigns for property damage, personal injury, or wrongful death arising as a result of my participation in the Volunteer Activities wherever, whenever, or however the same may occur.

I understand and agree that the Red Willow Center is not responsible for any injury or property damage arising from the Volunteer Activities, even if caused by their ordinary negligence or otherwise.

I understand that participation in Volunteer Activities involves certain risks, including, but not limited to, serious injury and death. I voluntarily participate in the Volunteer Activities with knowledge of the danger involved and agree to accept all risks of participation.

I also agree to indemnify and hold the Red Willow Center harmless for all claims arising from my participation in the Volunteer Activities.

I understand this document is intended to be as broad as permitted by the state's laws regarding Activities. I agree that if any portion of this Agreement is invalid, the remainder will continue in full legal force and effect.

I also acknowledge that the Red Willow Center has not arranged and carries no insurance for my benefit or that of Volunteer (if Volunteer is under 18), my parents, guardians, trustees, heirs, executors, administrators, successors, and assigns.

I represent that, to my knowledge, I am in good health and suffer no physical impairment that would or should prevent my participation in Volunteer Activities. If there are any accommodations needed, I will request these in advance.

I also understand that this document is a contract that grants certain rights to and eliminates the liability of the Red Willow Center.

Potential *Volunteer Activities* Defined:

Volunteer activities are assigned at the beginning of every shift. Volunteers will be oriented, beginning with a brief tour of the farm followed by instructions on how to prepare for farm activities such as planting, weeding, transplanting, mulching, carrying items, cleaning areas, harvesting, wash produce, setting up the rows, broad fork, and other activities described by the Farm Manager.

Farm Volunteer Expectations

Punctuality and Clear Communication: volunteers must arrive on time and work their scheduled shifts. Every shift begins at 9 AM unless you have communicated otherwise.

Upholding a Respectful and Willing Attitude: At RWC, we come with open minds and hearts to engage with all present. All volunteers are expected to willingly participate in building community values that we will all agree to uphold throughout the day.

Additionally, the safety and well-being of the RWC community is of utmost importance. Threatening behavior, both verbal and physical, at RWC, is not tolerated. If you experience violence of any form at RWC, please communicate with a manager as quickly as possible so the matter can be addressed, and we can ensure continued safety and respect for all who come to our farm.

Drug, Alcohol, and Tobacco Policy: RWC is committed to providing a safe, productive work environment. Alcohol and drug abuse threatens the health and safety of those involved at RWC and the security of the company's equipment and facilities. For these reasons, RWC is committed to preventing drug and alcohol use and abuse on our campus. RWC is tobacco-free, and all forms of use (including dip, chew, vapes/pens) are prohibited. Failure to uphold this policy will result in immediate removal from volunteer duties and placement.

Electronics Use Policy: Use and handling of cell phones is prohibited when working in the field, greenhouses, or wash & pack area. Cell phone use or handling is prohibited while working with plant starts or products. Using cell phones while working in the greenhouse or fields is considered a health & safety risk and is not allowed.

Photographs: Please be mindful and respectful to ask before any type of photography is taken. We want to protect our staff, community, and volunteers from non-consensual activity. Additionally, we value our intellectual property and practices at the center, which shall not be extracted from Red Willow Center and the Taos Pueblo.

COVID-19 & Health Safety: We are grateful to be able to gather in person. We need to remember these guidelines throughout our in-person gatherings.

- Upon your arrival, please wash your hands with soap and water. We ask that you wash your hands frequently, and always after: using the toilet, eating, before harvesting, and switching farm activities.
- Stay home if you are feeling ill, and please contact us ASAP.

Proper Attire: Arrive wearing closed-toed shoes or work boots. Remember to layer clothing for outdoor and greenhouse work where temperatures differ significantly. Please bring a hat and a water bottle. Long sleeves and pants are suggested for field and hands-on work.

End of Shift: Please pick up any tools utilized during your shift and put them away. If the tools contain mud or dirt, please help us clean them by washing them. Our tool shed has labels to guide you to where everything needs to be.

Cultural Sensitivity: Please know your positionality and privilege on Pueblo land. The Red Willow Center staff is knowledgeable in many agrosystems areas; we love engaging in these topics when appropriate. However, it is important to us that our practices and experiences feel respected in these conversations. We will not tolerate top-down talks or any condescending behavior. Volunteers wishing to offer their opinions on how we operate must ask for permission before they provide it. If you want to learn about the Pueblo, please schedule a tour at the Pueblo, as we are here to fulfill our mission. While educating others is part of that mission, there is an appropriate time and place for these conversations.

By signing below, I agree to comply with the written instructions above. Please abide by these written or verbal instructions from any Red Willow Representative to avoid my volunteer privileges being removed, and I may be asked to leave the premises.

Printed Name

Signature

Date
