



Rev: 10 Aug 2025

POL-005

TERMS AND CONDITIONS OF THE VOLUNTEER PROGRAM, ACCIDENT WAIVER AND RELEASE OF LIABILITY

The Volunteer agreement has been prepared to clarify the reasonable expectations of both the volunteer and the NTL Nonprofit Corporation.

You have read and agreed to participate in one of the many volunteer opportunities described in the NTL Volunteer Application. You will receive a separate package regarding the suggested duties of your choice, including scheduled training, dress codes, and time factors.

You will have an assigned Supervisor who shall meet with you and go over the mission/job and provide you with all the required information necessary for it. The Supervisor will answer any questions and provide you with their contact information.

In return for acceptance into the Natchitoches Tribe of Louisiana's Volunteer Program, the undersigned Volunteer or Parent/Legal Guardian of Volunteer (if under 18) releases and agrees not to sue The Natchitoches Tribe of Louisiana or its officers, directors, employees, subcontractors, sponsors, agents and/or affiliates from all present and future claims that may be made by the volunteer, family, estate, heirs or assigns of the volunteer, for property damage, personal injury or wrongful death arising as a result of participating in the Volunteer Program wherever, whenever or however the same may occur.

I understand and agree that the Natchitoches Tribe of Louisiana is not responsible for any injury or property damage arising out of the Volunteer Program, even if caused by their ordinary negligence or otherwise.

I understand that participation in the Volunteer Program involves certain risks, including but not limited to, serious injury and possible death. I am voluntarily participating in the Volunteer Program with knowledge of the danger involved and I agree to accept all risks of participation. I also agree to indemnify and hold harmless the Natchitoches Tribe of Louisiana for all claims arising out of my participation in the Volunteer Program.

I understand that this document is intended to be as broad and inclusive as permitted by the laws of the state in which the Volunteer Program takes place and agree that if any portion of this Agreement is invalid, the remainder will continue in full legal force and effect.

I also understand that this document is a contract, which grants certain rights to and eliminates the liability of the nonprofit corporation.

I understand all volunteers and staff are PROHIBITED bringing or consuming alcoholic beverages alcohol, illicit drugs, or participating in illegal conduct at any time.

I understand that I am not an employee of the NTL and the NTL does not pay your travel and/or room, meals, clothing, or other personal expenses incurred as a result of your volunteer duties and

any other expenses incurred in connection with your volunteer duties. Further the NTL cannot be responsible for lost or stolen belongings.

I acknowledge that I may come in possession of exclusive property of NTL or its agents, collaborators, or employees. This exclusive property may include: reports, histories, studies, tests, manuals, instructions, photographs, negatives, blue prints, plans, maps, data, system designs, computer code, legal copyrights or any other documents, drawings, videos, recordings, prepared or in the course of preparation by volunteer while engaged in the performance of those volunteer services set forth in this agreement. Volunteer agrees that all such exclusive property materials shall be returned to the NTL upon completion, termination, or cancellation of volunteer services.

I understand a breach of the NTL legal rights is not a covered liability under the volunteer insurance coverage, thus volunteer will become personally and legally liable for any criminal actions relating to violations of copyright laws and Intellectual Property regulations.

I understand further understands that if volunteer is responsible for injuries to third parties or damages to their property while acting outside the scope of the assigned volunteer duties that said volunteer may be held personally liable for any monetary damages a court may award to the injured party.

Volunteer agrees to have read, understood, and agree to the Health and Safety Policy and the Child Protection Procedures.

I agree to be photographed or videotaped during any tasks performed for the NTL (before, during, or after events), and grants a release for use of such photos or tapes for promotional purposes.

This agreement may be cancelled at any time at the discretion of party, for any reason, with or without cause, and upon immediate notice, oral or written, to the other party.

I, _____ on this date _____ do hereby agree and accept the conditions and all terms herein.

Participant's Signature

Age

(If under 18 years old, Parent or Guardian must also sign.)

Parent/Guardian Signature Printed Name: _____

Parent/Guardian Signature _____