

Minor Volunteer Participation Agreement

Overview

This agreement permits a minor (under 18) to volunteer with Pause for Paws Animal Sanctuary. It outlines responsibilities, limitations, and liability protections, ensuring clarity for both the minor and their parent/legal guardian.

Eligibility & Scope

- **Minimum Age:** Volunteers must be at least 16 years old.
- **Parental Consent:** A parent or legal guardian must submit in writing that they have read and understand this agreement.
- **Tasks Allowed:**
 - Non-hazardous duties such as cleaning enclosures, preparing food, socializing animals, basic office work, and community outreach support.
- **Prohibited Tasks:**
 - Administering medications, handling aggressive animals, operating machinery, or any unsupervised duty deemed high-risk.

Supervision & Safety

- Minor volunteers must be supervised at all times by an adult staff member or trained volunteer. (Unless working from home in which case, direction will be given remotely)
- Pause for Paws will provide safety orientation and ongoing mentorship.
- Protective gear (if applicable) must be worn when performing assigned tasks.

Scheduling & Commitment

- Volunteering hours must comply with state child labor laws and not conflict with school obligations.
- A consistent schedule is encouraged; minor volunteers must notify staff of absences in advance.

Liability & Waiver

- The undersigned parent/guardian acknowledges the inherent risks of animal care and agrees to hold Pause for Paws harmless from liability for injuries sustained during volunteer activities, except in cases of gross negligence.
- Minor volunteers are not covered under employee insurance policies.

Pause for Paws Volunteer Roles & Permissions

Social Media Outreach

- **Tasks:** Create posts, engage followers, amplify campaigns
- **Parent-Approved Permissions:**
 - Use of personal phone and social media accounts to share Pause for Paws content
 - May engage with Pause for Paws content online during volunteer hours
 - Personal information (e.g. first name) may appear in shared content with guardian approval

Community Canvassing

- **Tasks:** Hand out flyers, speak with neighbors, raise awareness locally
- **Parent-Approved Permissions:**
 - Walk near home or designated public areas to distribute flyers
 - Wear Pause for Paws apparel and carry printed materials
 - Engage in supervised neighborhood outreach

Animal Care/Event Support

- **Tasks:** Assist at adoption events, handle approved dogs, support setup/breakdown
- **Parent-Approved Permissions:**
 - Handle friendly, pre-approved sanctuary animals under staff supervision
 - Participate in community events hosted by Pause for Paws
 - Travel with a staff escort or guardian for off-site activities

Administrative Assistance

- **Tasks:** Filing, organizing donations, prepping materials
- **Parent-Approved Permissions:**
 - Work on-site or remotely depending on age and supervision
 - No access to sensitive information or databases without direct oversight