



PLEASE READ CAREFULLY! THIS IS A LEGAL DOCUMENT THAT AFFECTS YOUR LEGAL RIGHTS!

This Release & Waiver of Liability (the "Release") executed on this _____ day of _____ 2019 (PRINT YOUR NAME) _____

in favor of Habitat for Humanity International, Inc., a nonprofit corporation, and Bend Area Habitat for Humanity, an Oregon, nonprofit organization, their directors, officers, employees, and agents (collectively "Habitat").

The Volunteer, who is at least 16 years old, desires to work as a volunteer for Bend Area Habitat for Humanity, Bend and engage in the activities related to being a volunteer (the "Activities"). The Volunteer understands that the Activities may include constructing and rehabilitating residential buildings, working in the Habitat offices, and/or ReStore. Individuals between the ages of 9 and 16 years old may volunteer at ReStore with prior authorization.

The volunteer hereby freely, voluntarily, and without duress executes this Release under the following terms:

RELEASE & WAIVER: Volunteer does hereby release and forever discharge and hold harmless Habitat and its successors and assigns from any and all liability, claims, and demands of whatever kind or nature, either in law or in equity, which arise or may hereafter arise from Volunteer's Activities with Habitat. Volunteer understands that this Release discharges Habitat from any liability or claim that the Volunteer may have against Habitat with respect to any bodily injury, personal injury, illness, death, or property damage that may result from Volunteer's Activities with Habitat, whether caused by the negligence of Habitat or its officers, directors, employees, or agents or otherwise. Volunteer also understands that Habitat does not assume any responsibility for or obligation to provide financial assistance or other assistance, including but not limited to medical, health, or disability insurance in the event of injury or illness.

MEDICAL TREATMENT: Volunteer does hereby release and forever discharge Habitat from any claim whatsoever which arises or may hereafter arise on account of any first aid, treatment, or service rendered in connection with the Volunteer's Activities with Habitat.

ASSUMPTION OF THE RISK: The Volunteer understands that the Activities include work that may be hazardous to the volunteer, including but not limited to, construction, loading and unloading, and transportation to and from the work sites. Volunteer hereby expressly and specifically assumes the risk of injury or harm in the Activities and releases Habitat from all liability of injury, illness, death, or property damage resulting from the Activities.

INSURANCE: The Volunteer understands that, except as otherwise agreed to by Habitat in writing, Habitat does not carry or maintain health, medical, or disability insurance coverage for any Volunteer.

EACH VOLUNTEER IS EXPECTED AND ENCOURAGED TO OBTAIN HIS/HER OWN MEDICAL OR HEALTH INSURANCE COVERAGE

PHOTOGRAPHIC RELEASE: Volunteer does hereby grant and convey unto Habitat all right, title, and interest in any and all photographic images and video or audio recordings made by Habitat during the Volunteer's Activities with Habitat, including, but not limited to, any royalties, proceeds, or other benefits derived from such photographs or recordings. The following items are not permitted: Alcohol, tobacco products, illegal drugs, and fire arms are absolutely not permitted on the construction site(s), at ReStore, the Crook County Chapter, or wherever Activities are taking place.

OTHER: Volunteer expressly agrees that this Release is intended to be as broad and inclusive as permitted by the laws of the State of Oregon, and that this Release shall be governed by and interpreted in accordance with the laws of the State of Oregon. Volunteer agrees that in the event that any clause or provision of this Release shall be held to be invalid by any court of competent jurisdiction, the invalidity of such clause or provision shall not otherwise affect the remaining professions of this Release which shall continue to be enforceable.

_____ New Volunteer _____ Current Volunteer _____ Previous Volunteer

ADDRESS _____ CITY _____ ZIP _____

PHONE _____ EMAIL _____

Volunteers under 18 must have LEGAL GUARDIAN SIGNATURE _____

VOLUNTEER SIGNATURE _____ BIRTHDATE _____

EMERGENCY CONTACT NAME _____ PHONE _____

I acknowledge that I have read, understand and agree to be guided by this volunteer code of conduct.

_____ (Initials)





Habitat for Humanity Volunteer Code of Conduct

Becoming a Habitat volunteer comes with great rewards and responsibilities. Volunteers like you are representatives of Habitat for Humanity and its mission. When you accept a volunteer role with Habitat for Humanity, you are committing to act in a way that promotes Habitat's mission, respects the local community and ensures the safety of all participants. In addition to complying with all laws, regulations and Habitat for Humanity policies, all volunteers are expected to follow the volunteer code of conduct outlined below.

Promote a respectful community: Treat all volunteers, staff, customers, donors, Habitat families and community members with respect, courtesy and dignity. This includes avoiding the use of insensitive or offensive language. Volunteers are also expected to refrain from engaging in physical or emotional violence toward others. Volunteers can promote a welcoming, respectful environment is to make efforts to understand and honor the local culture and by following all rules and policies set forth by Habitat.

Prioritize safety: Safety rules, guidelines and policies have been created to keep you and others safe as you volunteer and must be followed. Activities that pose a safety risk to yourself and/or others should be avoided. Immediately report any unsafe working conditions to the supervisor.

Uphold a zero-tolerance policy for alcohol, drugs and weapons: The purchase or possession of alcohol, drugs or weapons is strictly prohibited on Habitat for Humanity property and volunteer sites, even if permitted by local laws or by the laws of the volunteer's home country or state.

Model behavior that respects the human rights of all people and protects beneficiaries and children from exploitation and abuse. Habitat for Humanity has adopted the standards established by the United Nations to respect human rights of all people and especially beneficiaries and children. Help model acceptable behavior by making sure your actions reflect the standards Habitat for Humanity has adopted. Inappropriate physical or sexual relationships with other volunteers, staff, Habitat families and community members should be avoided. And, at no time may volunteers engage in sexual activity with a child (a person under the age of 18 regardless of the legal age of consent) or any Habitat beneficiaries.

Follow the gift giving policy: To avoid potential misunderstandings, embarrassment, injured feelings or jealousy, volunteers are asked to not exchange gifts with Habitat beneficiaries, staff members or community member without consulting Habitat staff. Volunteers may consult with a staff member about appropriate ways to exchange gifts and our staff is happy to suggest gifts that will benefit the entire community.

Safeguard ministry assets: Use reasonable care to protect and safeguard all Habitat for Humanity assets. Stealing, misappropriation or diversion of Habitat for Humanity funds, property or other assets for personal benefit is not permitted nor is otherwise engaging in fraudulent activity regarding Habitat for Humanity assets, operations or beneficiaries.

Maintain confidentiality: Build trust with other volunteers and Habitat for Humanity by respecting the confidentiality of volunteers, staff, Habitat beneficiaries and community members. Unless you receive prior written approval from Habitat, you MUST not disclose confidential Habitat information nor confidential information given to you by others including contact information.

I understand that Habitat for Humanity has the right to release me from my volunteer position at its discretion. I also understand that I am responsible for any costs that I may incur due to a violation of the code of conduct.

