

## VOLUNTEER WAIVER & RELEASE OF LIABILITY

I, \_\_\_\_\_, am voluntarily participating in The DonorSearch Corporate Giving and Volunteer Program. I have read and agree to follow the below Volunteer Guidelines. I acknowledge my participation in these events does not come without the risk of injury or harm; I accept this risk and assume responsibility for all liability and risk associated with my participation.

I agree to hold harmless, release, waive and forever discharge Tedesco & Affiliates dba DonorSearch.net hereby known as "DonorSearch", its employees, departments, officers and agents, from any and all claims or demands I may have by reason of any accident, illness, injury, loss, destruction or damage to property, of myself or others, arising or resulting directly or indirectly from my participation in volunteer activity. I further covenant not to bring any legal action against DonorSearch, its employees, departments, officers and agents, for any injury, loss or damage resulting from my participation in this activity.

This Waiver and Release is contractual and not a mere recital and applies whether or not injury or loss resulting from this activity is caused by an act or omission of DonorSearch, its employees, departments, officers or agents, negligent or otherwise.

This Waiver and Release is binding on my heirs, executors, administrators, assigns, and all of my family members, and applies to all losses, whether known or unknown, suspected or unsuspected, related to my participation in this activity.

I hereby grant permission to DonorSearch to use photographs and video of me taken during this activity on its website and in other publications, at DonorSearch's sole discretion and without further consideration.

This Waiver and Release is valid for a 12-month period from the date of signing.

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Employee's Name

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Signature

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Date

## Volunteer Guidelines

Thank you for your dedication to the nonprofit market. Your well-being is important to us. While volunteering, all employees are expected to conduct themselves in a safe courteous, and legal manner while participating in volunteer programs. Please follow these guidelines:

### General Safety

- Wear appropriate clothing, sunscreen, footwear, and protective eyewear as needed.
- Stay hydrated.
- For emergencies, call 911.

### General Conduct

- Always be courteous.
- Never use vulgar language or engage in threatening or disruptive actions.
- Never make unauthorized changes on any property.

### Traffic Safety

- Stay out of the street when possible.
- If working near traffic, wear a bright, orange, reflective vest.
- Cross the road at crosswalks, not mid-block.

### Tool Safety

- Do not use power tools
- Carry tools to avoid touching others with the tool facing down.
- Never allow children or minors to play with or use tools.
- When not using tools, neatly out of the way so they may not be hazards.

### Debris Removal

- Always rake, sweep, or shovel glass, never pick up sharp objects with your hands.
- Never touch medical or hazardous waste (including hypodermic needles, bodily or automotive

fluids, and any unknown materials)

Note: DonorSearch reserves the right to immediately withdraw support and or standard corporate benefits associated with volunteering for any employee if, at the sole discretion of DonorSearch, the employee's conduct while participating in volunteer activities is to be determined inconsistent with these Volunteer Guidelines or violates any federal, state, or local law.