

## VOLUNTEER AGREEMENT – POLICIES

Hog Haven Farm's group volunteer activities summary of duties include, but are not limited to: mucking (cleaning of animal feces and living spaces), fence repair, painting, trash removal/cleanup, unloading supplies (feed, hay, straw), replacing bedding in shelters, and other tasks as required. Volunteers must bring bottled water and snacks, wear old clothing, sturdy shoes, work gloves, and should have the ability to lift 50lbs. Sunscreen is also advisable for volunteer activities.

Upon arrival at Hog Haven Farm for the volunteer activity, a volunteer coordinator or leader will discuss general code of conduct, including how to interact with the animals, off-limit areas, summary of duties to be completed during the specific volunteer shift, and will address any specific questions and concerns of the participants.

By participating in Hog Haven Farm's group volunteer activity, the following must be understood and agreed upon:

1. Hog Haven Farm is not a zoo or a petting zoo, but rather a safe haven for many animals. All animals at Hog Haven Farm must be treated with respect; we ask that volunteers do not forcefully handle or approach any animals showing signs of discomfort or distress, and allow the animals appropriate space as necessary.
2. A parent or guardian must accompany any children under the age of 18 years at all times. Unsupervised children may be asked to leave, along with the parent or guardian.
3. Hog Haven Farm does not accept any volunteers who are affiliated with Direct Action Everywhere (DXE), Anonymous for the Voiceless (AV), Baby Animal Save, or similar groups. While Hog Haven Farm is a vegan sanctuary, we do not agree with the tactics of such groups, and do not want any recruiting conducted at our sanctuary. Rather, we encourage all of our participants to learn more about the pigs, meet new people, have a great time, and learn more about plant-based living. By registering for volunteer days at Hog Haven Farm, you agree that you are not affiliated with any of these organizations.
4. The following waiver and release of liability must be completed prior to the volunteer activity.

## WAIVER AND RELEASE OF LIABILITY

In consideration of the risk of injury while participating in Volunteering for (the “Activity”), and as consideration of the right to participate in the Activity, I hereby, for myself, my heirs, my executors, administrators, or personal representatives, knowingly and willingly enter into this waiver and release of liability, and hereby waive any and all rights, claims, or causes of action of any kind whatsoever arising out of my participation in the Activity. I hereby release and forever discharge Hog Haven Farm, located at 79351 E CR 38, Deer Trail, CO 80105, its affiliates, members, managers, attorneys, staff, volunteers, or agents, for any physical or psychological injury, including but not limited to illness, paralysis, death, damages, economical or emotional loss that I may suffer as a direct result of my participation in the Activity, including any travel to or from an event related to this Activity.

I am voluntarily participating in the Activity at my own risk. I am aware of the risks associated with traveling to and from, as well as participating in, the Activity, which may include physical injury, including pain, suffering, illness, temporary or permanent disfigurement or paralysis, or death. I understand that these injuries or outcomes may arise from my own or others’ negligence, conditions related to travel, or the condition of the Activity. Nonetheless, I assume all related risks, both known and unknown to me, of my participation in the Activity.

I agree to indemnify and hold harmless Hog Haven Farm against any and all claims, suits, or actions or any kind for damages, liability, or compensation or otherwise brought by me or anyone on my behalf, including attorney’s fees or any related costs, if litigation arises pursuant to any claims made by me or anyone else acting on my behalf. If Hog Haven Farm incurs any expenses of these types, I agree to reimburse Hog Haven Farm.

I acknowledge that Hog Haven Farm and its directors, officers, members, volunteers, staff, agents, and representatives are not responsible for errors, omissions, acts or failures to act of any party or entity conducting a specific event on behalf of Hog Haven Farm. I acknowledge that this may involve a test of a person’s physical limits, and may carry potential for serious injury, property loss, or death. The risks may include, but are not limited to, those caused by terrain, facilities, temperature, weather, lack of hydration, condition of participants, equipment, animals at the facility, vehicular traffic, and actions of others, including but not limited to volunteers, participants, event officials, and/or producers of the event.

I acknowledge that I have carefully read this “Waiver and Release” and fully understand that it is a release of liability. I expressly agree to release and discharge Hog Haven Farm and all of its affiliates, members, agents, staff, volunteers, attorneys, heirs, representatives, successors and assigns from any and all claims or causes of action. I agree to voluntarily give up or waive any rights that I otherwise have to bring a legal action against Hog Haven Farm for personal injury or property damage.

In the event that I should require medical care or treatment, I agree to be financially responsible for all costs incurred as a result of such treatment. I am aware and understand that I should carry my own health insurance.

In the event that any damage to equipment or facilities occurs as a result of my or my family's willful actions, neglect or recklessness, I acknowledge and agree to be held liable for any and all costs associated with any actions of neglect or recklessness.

This Agreement was entered into without duress or coercion, and is to be interpreted as an agreement between two parties at equal bargaining strength. Both the participant, \_\_\_\_\_, and Hog Haven Farm agree that this Agreement is clear and unambiguous as to its terms, and that no other evidence will be used or admitted to alter or explain the terms of the Agreement, but that it will be interpreted based on the language in accordance with the purposes for which it is entered into.

In the event that any provision contained within this Release of Liability shall be deemed to be severable or invalid, or if any term, condition phrase or portion of this Agreement shall be determined to be unlawful or otherwise unenforceable, the remainder of this agreement shall remain in full force and effect, so long as the clause severed does not affect the intent of the parties.

In the event of an emergency, please contact the following person(s) in the order presented:

<b>Emergency Contact</b>	<b>Contact Relationship</b>	<b>Contact Telephone</b>
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I, the undersigned participant, affirm that I am of the age of 18 years or older and that I am freely signing this Agreement. I certify that I have read this Agreement and that I fully understand its content. I agree that this release cannot be modified orally. I am aware that this is a release of liability and a contract and that I am signing it of my own free will.

Participant's Name: \_\_\_\_\_

Participant's Address: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_