



SCRAP Volunteer Waiver and Agreement

This agreement is entered into with SCRAP jointly by the undersigned, "Volunteer" in order to permit the Volunteer to participate in the Volunteer program at SCRAP. This agreement is for the benefit of SCRAP and each of its staff members, employees, officers, directors, agents, and representatives (known individually as a "Released Party" and collectively as "Released Parties").

I affirm that I have been advised that the activity of working at SCRAP as a volunteer may include exposure to sharp objects, raw materials, small craft equipment, hazardous chemicals and cluttered spaces. As such, SCRAP cannot be held liable for injuries or accidents that may occur as a result of working at SCRAP.

I am aware that injuries, loss of or damage to personal property, or death may occur as a result of my participation on SCRAP property or with off-site volunteer activities such as special events.

I agree SCRAP and the Released Parties shall not be held responsible or liable for any personal injury, other injury, death, damage, loss, or expense, either to myself or my personal property, whether or not such injury, death, damage, loss, or expense is caused by the negligence of SCRAP, any Released Party or any other person. It is my intention to exempt and hold harmless SCRAP and all Released Parties from any and all liability related in any way to my participation as a Volunteer.

Should an accident or other medical emergency occur while I am participating in the Volunteer program at a SCRAP facility, while en route to or from a SCRAP sponsored event, or at an off-site event, and SCRAP staff members are unable to reach my Emergency Contact in a timely manner, for medical authorizations, then Volunteer hereby gives consent for SCRAP staff members to authorize necessary medical transport and hospitalization.

Furthermore, I agree to assume full responsibility for any and all billings and debts incurred as a result of medical treatment or services performed to treat injuries or illnesses resulting from my participation as a SCRAP Volunteer. While SCRAP carries Volunteer Insurance, I agree that my own health insurance and personal resources are primary in the case of medical treatment.

I understand and agree that if any provision of this Agreement is found to be unenforceable in any way, it shall be enforced to the maximum extent possible, and all other provisions of this Agreement shall remain in full force and effect.

I represent and warrant that I have the authority to enter into this agreement.

Volunteer Agreement:

I understand that if my volunteer application is accepted, I will be serving SCRAP in a volunteer capacity and I have no expectation of payment, compensation or reimbursement for my service.

I will treat all people and property that I come in contact with at the SCRAP with respect.

I will refrain from using offensive language of any kind and will conduct myself with courtesy at all times.

I agree to commit to volunteering a minimum of six (6) hours per month for a minimum of three (3) months.

I will be on time for any scheduled shift I have agreed to fill. I will sign in and sign out for my shift at the appropriate location and will report any additional time I spend for offsite SCRAP-related activities via e-mail or phone in a timely manner. I understand that accurate tracking of my volunteer hours directly aids in SCRAP's ability to obtain grant funding.

I will wear a SCRAP name badge at all times while volunteering. I will not use the SCRAP name badge for non-SCRAP-related activities. I will arrive for volunteer shifts appropriately dressed in sturdy, closed-toe shoes and clothing appropriate for my assignment. If I am wearing open-toed shoes, I understand that I may be asked to leave due to safety risks.

I understand that each volunteer is a representative of SCRAP in the eyes of the public and will refrain from wearing graphic tee-shirts or other visible markings that demean any racial, religious, gender-identity, ethnic, body or mental ability, political or social group as determined by SCRAP staff. If I am wearing inappropriate clothing, I understand that I may be asked to leave or change clothes.

If I am no longer able to volunteer at SCRAP, I notify the Volunteer Coordinator immediately.

I understand that safe volunteering at SCRAP requires use of all my senses and that situations and circumstances may arise that require my full and undivided attention. I understand my time volunteering is to be focused on SCRAP work. I agree to refrain from distracting activities such as talking on cell phones, texting, using earphones or earbuds, etc. while working at SCRAP or at SCRAP events in the community.

In addition, I will not arrive to perform volunteer activities under the influence of alcohol, illegal substances, or any drug(s) (prescription or otherwise) that may affect my ability to give my full, unimpaired attention to my volunteer activities.

I understand the possession of a firearm or weapon while on SCRAP property or while on SCRAP business is prohibited.

I understand that my first point of contact at SCRAP is the Site Director, Volunteer Coordinator or a designated staff member in the absence of the aforementioned. If I feel that a communication problem or conflict exists between a member of the paid staff and myself, I will report the problem immediately to the Site Director.

I understand that SCRAP is a Discrimination Free Workplace, and I will not discriminate, harass or retaliate against any SCRAP staff, volunteers or customers. If I experience or observe perceived or real discrimination, harassment or retaliation, I will report it immediately to the Volunteer Coordinator or Site Director.

I understand that the following activities are prohibited on SCRAP's social media sites:

- Posting social media content that purports to represent the position, viewpoint, statements, opinions or conclusions of SCRAP, its donors, business partners, service providers or vendors. Volunteers should indicate that their posts represent their own personal views and not necessarily the opinions of SCRAP, its donors, business partners, service providers or vendors.
- Using social media to threaten physical violence against SCRAP clients, donors, employees, other volunteers, business partners, service providers and vendors or to harass such individuals based on their color, race, national origin, religious beliefs or practices, gender, actual or perceived sexual orientation, age, disability or perceived disability, gender identity/expression, age, marital/partnership status, parental status or military service.
- Posting SCRAP's proprietary or other confidential business information, including but not limited to private information about SCRAP's donors, volunteers, employees, clients, investigation cases, service providers and suppliers, SCRAP's financial information, non-public operational procedures and techniques that have a commercial value and strategic business plans.
- Using social media to engage in libelous, defamatory, obscene, violent, maliciously false or otherwise egregious behavior directed at or implicating SCRAP, its clients, donors, volunteers, employees, business partners, service providers and vendors; activity that evidences a reckless/gross disregard for SCRAP's business interests or serious disparagement of SCRAP's products and services.

I give SCRAP the right and permission to use my name, likeness and voice, together with my endorsement or testimonial (whether written or oral), in all types of advertising and promotion. This right and permission include photographs, video recordings, audio recordings and all other media in which my name, likeness or voice may be reproduced.

I understand and agree that all records, forms, applications, mail lists, passwords, security codes, correspondence, messages or any other entities belonging to the SCRAP and/or bearing their logo and/or name, are the sole property of SCRAP and may not be disseminated, used/published/sold without the written consent of the Chief Executive of SCRAP.

I understand that SCRAP owns any materials and inventions I make or prepare that are in collaboration with SCRAP related to my participation as a volunteer, whether or not made on my own time or in a volunteer capacity. SCRAP will also own any materials or inventions associated with SCRAP specific content that I prepare or make during donated hours or using SCRAP resources or facilities. I understand that SCRAP may request I sign additional papers to allow SCRAP to obtain patent, copyright or trademark protection in its name for these materials and inventions. I understand that I should consult Executive Leadership before using any of my inventions or materials for which I am hesitant to relinquish ownership, in any volunteer capacity at SCRAP.

I understand that as a volunteer, I may gain access to information about SCRAP, its clients, donors, and/or staff members which is confidential in nature. I agree to maintain confidentiality and will never disclose any information that is either private and/or personal.

I understand that volunteering at SCRAP is a privilege and that my active volunteer status at SCRAP may be discontinued at any time, for any reason.

I further understand that if I have 30 or lower reported hours for six (6) months, my active status as a volunteer may be removed unless I have made other arrangements in advance with the Volunteer Coordinator.

SCRAP Volunteer Waiver and Agreement Signature Page:

I acknowledge that I have read and understand the SCRAP Volunteer Waiver and Agreement document. If needed, I have asked questions of SCRAP Staff to clarify these statements to my satisfaction.

I agree.

Signature

Printed Name

Date