



**A Home for Hooves**  
**Farm Sanctuary -**  
**Volunteer Manual**  
**Volume 1.0 - October 2022**

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## Welcome!

Thank you! Thank you! Thank you!

We would not be here if it weren't for all of the wonderful people that help us at A Home for Hooves (H4H) every single day. It took a village to get us this far, and it will take more than a village to help us continue in our mission. We can't thank you enough for taking time to volunteer.

As a H4H Volunteer, you, like us, represent all A Home for Hooves stands for - 'Sanctuary for All'. It is this belief that must guide all of us every single moment we are at or representing A Home for Hooves - whether we are interacting on social media, with each other, or with the many wonderful and supportive Visitors who come to see us at the farm.

For us, that means we must remember that we welcome EVERYONE, as Friends, as Volunteers, and as Visitors.

Our Friends, Volunteers, and Visitors come from all over the world, from all walks of life, and have many different belief systems. At H4H, we welcome everyone with an open mind and we interact with everyone with kindness.

Some of us have very strong beliefs and feel that we want everyone to agree with us. At H4H, our philosophy is to be open and welcoming, and to never be harsh or judgmental.

As a Volunteer at H4H, we ask you to be helpful, kind and to respond to any inquiries from other people with respect. If you are ever asked about your own value system or your own food preferences, you can certainly respond, but please do so respectfully. Keep in mind that you are at H4H representing H4H and all that we stand for- so keep our vision of 'Sanctuary for All' at the forefront in your mind and in your deeds.

Again, thank you for going on this journey with us. We hope you find your time with H4H to be extremely rewarding, and we are thrilled to welcome you.

Thank you,  
*A Home for Hooves Farm Sanctuary Board of Directors.*

## Guiding Principles

- Kindness
- Compassion
- Education

## Types of Key Volunteer Opportunities

It truly takes a village to help keep H4H running every single day, and we are so grateful for your help. There are several different volunteer opportunities available: some are on-site volunteers, some are social media volunteers, some are administrative, and some are event based. We look forward to working with you to ensure that we match you with the one that is best suited to your interests and skills.

## Supervision and Training

H4H will partner you up with a volunteer that has experience to train and support you during your time as a volunteer with us. This partner will assist you in determining the best fit for you, and will also serve as your trainer and mentor with respect of your duties with us, and with our overall policies at H4H.

Your Volunteer mentor will have provided you with this H4H Volunteer Manual, and will be helping to orient you to the various aspects of volunteering with us. Your Volunteer mentor will also ensure that you have the necessary paperwork to complete.

Your Volunteer partner is also responsible for supervising your work and for answering all of your questions. Kirsti England, our Facilities Director, will be responsible for scheduling your time and will also answer any questions you may have.

## Ombudsman

This individual should serve as your first point of contact to offer guidance, and resolve any issues or concerns you may have and you can do this anonymously.

The Ombudsman reports directly to the H4H Board, who are also there to support you on any matter brought to them on your behalf. Michelle Singleton will provide you with our Ombudsman contact information.

## [Animal Care Volunteer](#)

### **Role:**

H4H has close to 200 residents in our care, and the number is growing. Animal Care volunteers help with cleaning the pens/coops, feeding the residents, filling the water dishes, wallows and pools, walking the dogs, letting the animals out in the morning, and closing them in at night to ensure they are safe. You'll be directly interacting with all the residents.

### **What You'll Do:**

- Learn about the day-to-day care of rescued farmed animals
- Hands-on care of the H4H residents
- Cleaning and maintaining animal residents' shelters, coops, pens and enclosures
- Monitor the health of residents as required

### **Requirements:**

- 18 years of age or older
- Interest in and respect for the unique needs of rescue farmed animals
- Patience and kindness for animals who may have unique personalities
- Ability to work in all weather conditions
- A basic level of physical fitness, as some of the activities include lifting of up to 25kg.
- Safety Shoes/Boots

### **Time Commitment:**

- Animal Care Volunteers must commit to one scheduled shift of a minimum of two (2) hours biweekly for a minimum of six (6) months.

## [Administrative Volunteer](#)

### **Role:**

Administrative Volunteers help support many of the administrative functions at HFH, including fundraising, communications, event participation and various other clerical projects.

### **What You'll Do:**

- Data entry and filing projects
- Prepare mail
- Assist with H4H correspondence
- Assist with event registration
- Assist with clerical and research projects

**Requirements:**

- 18 years of age or older
- An active interest in animal protection issues
- Strong computer skills -- Proficiency with the entire MS Office suite preferred
- Good communication skills
- Ability to work independently
- Strong attention to detail
- Willingness to assist with a broad range of work assignments

**Time Commitment:**

- Administrative Volunteers must commit to one scheduled shift of two (2) hours each biweekly for a minimum of six (6) months.

## Grounds Volunteer

**Role:**

The 5 acres at H4H requires general maintenance, including gardening, yard work, brush removal, etc. We often have special projects, such as fences, building, walking trail creation, etc.

**What You'll Do:**

- Maintain H4H Grounds
- Assist with special projects

**Requirements:**

- 18 years of age or older
- An active interest in animal protection issues
- Ability to perform strenuous physical labor and lifting
- Ability to work in all weather conditions
- Safety Shoes/Boots

**Nice to Have Skills:**

- Construction, electrical, plumbing
- Ability to use chain saw and/or excavator

**Time Commitment:**

- Grounds Volunteers must commit to at least one scheduled shift of two (2) hours biweekly for a minimum of six (6) months and/or be willing to commit to helping with special projects.

## Event Volunteer

### **Role:**

H4H participates in and puts on special events, primarily in and around the Vancouver Island and Vancouver regions. Event volunteers will help staff our booth, organize events, participate in events, and help educate people about the sanctuary.

### **What You'll Do:**

- Staff our booth at events
- Answer people's questions about H4H and about factory farming
- Sell tickets, merchandise, and encourage donations
- Help with food preparation and event set up

### **Requirements:**

- Strong communications skills
- Outgoing, positive personality
- Knowledge of H4H and the Sanctuary's mission and vision

### **Time Commitment:**

Commitment will vary by event. In general, we ask Event Volunteers to commit 4 hours each month to help coordinate the event, participate in the event, and time thereafter for close down. Those on the Event Committee are required to meet once a month in Victoria and put in hours outside of these meetings depending on tasks assigned.

## Tour Volunteer

### **Role:**

HFH offers tours from May to September. Visitors are provided a 20-minute education session followed by a 60 minute guided tour.

Trusted volunteers may be asked by H4H management or the Board of Directors to receive training to conduct the tours.

### **What You'll Do:**

- Learn the history of the property and animal residents.
- Memorize a tour script
- Conduct approx. 80 minute tours of H4H

### **Requirements:**

- Strong communications skills
- Good public speaking ability
- Outgoing, positive personality
- Knowledge of H4H and the Sanctuary's mission and vision

**Time Commitment:**

Commitment will vary depending on the tour schedule.

## Social Media Volunteer

**Role:**

H4H is focused on developing a very active social media presence, which needs to be maintained at all times.

Trusted volunteers may be asked by H4H management or the Board of Directors to receive training to help administer our H4H website and social media pages, including posting updates and responding to comments.

Note: The Board of Directors must approve all volunteers who contribute as Social Media Volunteers.

**What You'll Do:**

- Monitor and maintain the assigned page
- Depending on your level of involvement, post updates or respond to comments
- Review any comments that do not comply with the tone and ethos of our organization and hide the comments or block the individual

**Requirements:**

- Strong communications skills
- Excellent spelling and grammar skills
- Understanding of H4H mission and vision

**Time Commitment:**

Ongoing and flexible.



## Organizational Policies

This section contains the organizational policies and procedures that apply to volunteers.

If you have any questions or concerns, please speak to Michelle Singleton or Kirsti England

### Alcohol and Substance Abuse

At H4H it is our goal to provide all volunteers with a safe workplace. During their shifts, volunteers are required to be in appropriate mental and physical condition in order to perform their jobs.

During volunteer shifts, no volunteer may use, possess, distribute, sell or be under the influence of alcohol, marijuana or illegal drugs. The legal use of prescription drugs is permitted only if it does not impair a volunteer's ability to perform the essential functions of the tasks effectively and in a safe manner that does not endanger the volunteer, any other individuals, or the animals.

Any volunteer found to be under the influence of alcohol, marijuana, illegal drugs, controlled substances or prescription drugs (subject to the qualification above) will be asked to leave the premises, assuming they can get home safely. If not, transportation arrangements will be made on their behalf.

### Conduct

When people work together to achieve goals, some rules of conduct are required to ensure an efficient, effective and harmonious environment.

All H4H volunteers have a responsibility to the organization and to their fellow volunteers to adhere to certain rules of behavior and conduct. Generally speaking, H4H expects each volunteer to act in a mature and responsible manner at all times.

To avoid confusion, some examples of obvious unacceptable conduct are noted below. While not a comprehensive list, H4H expects you to use common sense and good judgment. As a general rule, any conduct which is dishonest, illegal or unauthorized will not be tolerated.

Some examples include:

- Any conduct that could injure or adversely affect our animals, external

- supporters, prospective supporters or H4H operations
- Failure or refusal to follow a supervisor's instructions
  - Failure, refusal or inability to properly and competently perform assigned tasks despite the organization's efforts to assist
  - Repeated unexcused absences or tardiness
  - Negligence or any careless action which endangers the life or safety of the volunteer, another person or an animal resident
  - Unauthorized use or disclosure of confidential information
  - Malicious gossip and/or spreading rumours or otherwise engaging in behaviour designed to create discord and lack of harmony
  - Belligerent behaviour
  - Misuse, destruction, damage or theft of H4H property
  - Soliciting or accepting tips or other gratuities from external supporters or prospective supporters, vendors, suppliers or others.

Volunteers are expected to report to Michelle Singleton, Kirsti England, or the Ombudsman (if they wish to remain anonymous) any violations, by any person, of this policy without delay. H4H assures every volunteer that it will not carry out or, to the fullest extent reasonably within its power, permit any retribution or retaliation of any kind for reports made in good faith regarding known or reasonably suspected violations of this policy.

Non-adherence to this policy - for any reason, including that non-adherence was directed or requested by another person - is not permitted.

### Confidentiality

Confidential information about H4H, the organization's business associates, external supporters or prospective supporters, suppliers or volunteers must not be divulged to anyone other than persons who are authorized to receive such information.

H4H depends on the maturity and loyalty of each volunteer to keep any such information private. Subject to any applicable legal requirements, you may also depend on your Volunteer Coordinator to keep confidential any personal matters discussed.

### Conflict of Interest

Volunteers are expected to be independent in respect to their actions, decisions and judgments regarding all H4H activities. Generally speaking, we expect each volunteer to act in a mature and responsible way at all times and to use common sense and

good judgment.

However, to avoid any possible confusion, some examples of obvious unacceptable conduct are noted below. If you have any questions concerning any volunteer rule, or any of the unacceptable activities listed, please speak to Michelle Singleton, Kirsti England, or our Ombudsman.

Volunteers should not:

- Demand, accept, offer or agree to accept from a person who has dealings with H4H a direct or indirect commission, reward, advantage or benefit of any kind, whether to be received by the volunteer or by a third party whom the volunteer wishes to benefit.
- Benefit or cause friends or relatives to benefit from the use of information acquired during the course of the volunteer's official duties and which is not generally available to the public.
- Use or permit the use of H4H property for personal convenience or profit or for any activities not associated with the discharge of official duties.

If you have any questions concerning any of the unacceptable activities listed above or are in doubt about any particular situation, please do not hesitate to speak with Michelle Singleton for clarification or guidance.

## Email and Internet

Policies prohibiting all forms of harassment apply to the use of communications systems as well. No one may use any communications systems in any manner that could be construed by others as harassment or discrimination based on a person's race, sex, colour, ancestry, sexual orientation, age, disability, family status or marital status, creed, or any other factor that is legislatively protected. In addition, no bullying of any kind will be tolerated.

## Food

Only Vegan food can be brought to and/or consumed at H4H. Vegan food does not contain any animal products, or any animal secretions. Examples of foods that are not Vegan include:

- Meat
- Eggs

## Dairy products

Should you have any questions about what may or may not be acceptable food items, or if you would like us to provide you support with respect to easy and delicious plant-based recipes, please consult with Michelle Singleton or Kirsti England

## Health and Safety

H4H values our volunteers and we know that a healthy and safe volunteer environment is critical to our collective success.

Health and safety is everyone's responsibility. Your Volunteer partners are responsible for ensuring that all volunteers receive appropriate training, instruction and feedback. This individual is also responsible for ensuring that volunteers are aware of and equipped to deal with any health and safety concerns that may occur at the Sanctuary.

Volunteers are responsible for taking reasonable steps to protect themselves and others. They are also responsible for reporting illness, injury and unsafe conditions to Michelle Singleton or Kirsti England and taking remedial steps when appropriate.

## Social Media

A Home for Hooves takes great care to properly manage its social presence. Our social presence not only keeps followers up-to-date on what is happening at H4H, but it provides an opportunity to spread our message and encourage support for our mission and vision.

As a regular volunteer of H4H, you may become recognized as part of the H4H family online, and as such we ask that you conduct yourself accordingly.

We encourage you to get involved in our social channels - including sharing, liking and commenting on our posts. Please always keep in mind our message of 'Sanctuary For All' when posting on, or in any way engage with any of the H4H social media channels posts. Please also note that while you are commenting, what you say directly reflects back on the Sanctuary. Please understand that should we be made aware of any posts that may not be aligned with our mission, we may ask you to remove these, and offer up an apology if necessary. We also look forward to providing you with any coaching that may assist you in becoming a better advocate for animals! See below the section on FAQ's. In the extreme case that we feel that posts are very offensive, we may need to separate ways with you.

**Posts on Your Personal Page:** With regard to posting on your page about H4H please do so judiciously. We ask that you refrain from posting any unapproved images or videos that depict a “day in the life” of H4H.

Some examples of what we mean:

The building of a new structure, fence, etc.

Getting ready for an event

Images or video of any animal residents that are new to H4H and have not previously been shared on the H4H pages.

If you would like to develop a longer video, which you plan to share on social channels - or in any public medium, please seek permission from Michelle Singleton before proceeding.

Please, never share confidential information about H4H operations, staff, volunteers or visitors. Additionally, you must not indicate or imply that you speak for H4H or use the H4H logo without express written authorization from HFH.

We truly appreciate all the support and love we have received on social channels, and we encourage you to help us to continue to grow our presence and spread the H4H message of ‘Sanctuary for All’.

## Selfies With the Animals

Selfies with the animals cannot be taken due to safety reasons. An animal can easily bite and injure you without warning: even the friendliest ones.

## Open Door Policy

H4H is committed to creating a rewarding and fulfilling volunteer experience.

We take seriously our responsibility to ensure that every volunteer feels respected, to ensure that every volunteer’s voice is heard, and to foster an environment in which each volunteer feels that they can raise issues which will be promptly resolved.

In addition, it is important to note that this style of openness is not only intended to deal with matters of conflict. We believe that by having an open door environment,

it allows us to hear from you with respect to supporter concerns, to hear your suggestions for improvement, to recognize organization issues as they arise, and to address the changing needs of our diverse group of volunteers.

### Property of the Organization

Preserving and safeguarding H4H property is the responsibility of each volunteer. Equipment, materials and supplies are the property of H4H and must be used only for approved activities.

All such equipment, materials and supplies must be protected from theft, misuse or damage. No H4H property may be borrowed for personal use without prior authorization and a written record of use made by the Board of Directors.

Theft of H4H property or of a fellow volunteer's property will result in termination of the volunteer relationship and possible criminal charges.

### Water Conservation

All water for the animals is gathered by rain water collection. You must be extremely mindful of this in the warmer months when we see less rain because we have to rely on a water truck which costs approximately \$200 per delivery. From May to September you must use water smartly and do not use it for unnecessary tasks.

### Entering an Animal's Shelter

You can never be in a shelter with an animal at the same time unless you have the express permission of Michelle Singleton to help treat a sick or injured animal. Many animals are extremely possessive of their sleeping space and this must be respected at all times.

### Gates

Every gate must be locked at all times; as soon as you walk through a gate you must lock it right behind you. If you do not comply with this it could result in a serious injury of an animal due to fighting.

## FAQS - Questions about Factory Farming and Ways to Respond

As a regular volunteer of H4H, visitors and other volunteers may ask you questions not only related to animal advocacy, but also related to the practices of Factory Farming. We encourage you to respond to these questions in a non-judgmental and factually accurate way. Start from a place of kindness and compassion toward the person you are speaking with - remember, there was a time when you didn't know either! We want to encourage people to ask questions and educate themselves, so responding to people from a positive, open place will help serve that purpose.

Below please find some suggested responses to common questions. There are many other resources that provide information about the practice of Factory Farming, and we encourage you to review them as well.

### What is Factory Farming?

Factory Farms focus on profit and efficiency at the expense of animal welfare. Factory Farms pack animals into spaces so tight that most can barely move. Many have no access to the outdoors, spending their lives on open warehouse floors, or housed in cages or pens. Without the room to engage in natural behaviors, confined animals experience severe physical and mental distress.

### What's wrong with eggs?

Chickens used by the egg industry are housed in tiny cages without room to even stretch their wings. Chicks have their beaks seared off without painkillers, which causes acute, chronic pain.

After a miserable life of one to two years, the hens are roughly transported to the slaughterhouse where they suffer a terrifying death.

Since male chicks are not considered useful in this process, they are often ground up alive or simply tossed into plastic bags, where they are left to suffocate.

### What's wrong with dairy?

Like all mammals, cows only lactate after giving birth, so mother cows are repeatedly impregnated to induce lactation. Their calves are taken away at birth, causing immense distress to both animals. After back-to-back pregnancies, cows' bodies are physically taxed and they are killed for ground beef at only a quarter of their natural lifespan. In addition to the suffering inherent in the separation of mother and calf and the physical consequences of constant pregnancies, cows on factory farms are

routinely subjected to horrifying abuse.

Additionally, like male chicks, male calves have no worth in the dairy industry. As a result, male calves often end up in veal crates—a fate characterized by confinement, darkness, malnutrition, and slaughter.

### What's wrong with eating Pigs?

Mother pigs spend most of their lives in gestation crates that are too small for them to turn around. They are impregnated again and again until their bodies give out and are then sent to slaughter. When a sow delivers her piglets she is kept in a farrowing crate that pins her down on her side in order for the piglets to nurse.

Piglets are taken from their mothers after just a few weeks. Their tails are chopped off, the ends of their teeth are snipped off with pliers, and the males are castrated, all without painkillers. The pigs then spend their entire lives in extremely crowded pens.

When the time comes for slaughter, pigs are crowded onto transport trucks that travel for many miles through all weather extremes. Many die of heat exhaustion in the summer or arrive frozen to the inside of the truck in the winter.

### What about humane meat?

There are certainly some farming practices that cause less suffering to farmed animals. However, there is simply no way to humanely raise, transport and kill over 70 billion farmed animals every year.

Humane labeling is misleading and does not mean what many consumers believe it means. At the end of their lives, all animals end up on the same grueling journey to the same terrorizing slaughterhouse. Also keep in mind that many workers in slaughterhouses suffer from PTSD and substance abuse due to the working conditions they are subject to. They are often trapped in the profession due to lack of education, good wages/benefits and/or are an immigrant unable to find alternate employment.

We encourage all volunteers to seek out other reputable sources of information to further their understanding of these practices.

Here are some sites to start with:



- <http://www.mercyforanimals.org/the--problem>
- <http://www.peta.org/issues/animals--used--for--food/>
- [http://www.humanesociety.org/issues/campaigns/factory\\_farming/](http://www.humanesociety.org/issues/campaigns/factory_farming/)

## Volunteer Code of Conduct

Volunteers at H4H must:

- Refrain from words, actions and behaviour - in any medium - that demonstrate disrespect for H4H, other volunteers or visitors to the sanctuary.
- Promote goodwill by handling contacts with volunteers and visitors, whether in person, online, or otherwise in a way that respects H4H focus on 'Sanctuary for All'.
- Help ensure an environment that is safe and protects our rescued animals and all volunteers and visitors from emotional, physical, verbal and sexual abuse.
- Correct, when possible, misleading or inaccurate information and representations made by others concerning H4H Mission or Vision.
- Exercise caution and common sense when dealing with the animal residents at H4H.
- Not participate as a sanctuary volunteer while under the influence of alcoholic beverages, marijuana or illegal substances
- Maintain confidentiality of all information received while at H4H, written or verbal, pertaining to animals or people.
- Act with honesty and integrity when dealing with property, monies and any other assets belonging to H4H.
- Respect and abide by the rules of our sponsored events and respect the event attendees where applicable.
- Treat all volunteers and visitors, knowing that H4H does not tolerate unlawful discrimination on the basis of race, national or ethnic origin, citizenship, colour, religion, sex, age, mental or physical ability, political beliefs, socio-economic status, health-related status, sexual orientation, marital status, or any other grounds.
- Not use personal blogs, Facebook, other social media channels and any internet media to discuss negative thoughts about their volunteer work, other volunteers, visitors, management, or members of the Board of Directors

A material failure to comply with these standards will be sufficient grounds for disciplinary action up to and including termination of the individual from their volunteer position.

I agree that I have read and understand the Code of Conduct of A Home for Hooves (H4H) and agree to comply with it. I confirm that the list above is accurate, acceptable and compilable code of conduct.

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Name

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Date

Volunteer Confidentiality / Non-Disclosure Agreement

This agreement applies to all volunteers associated with and/or involved in the activities or affairs of A Home for Hooves (H4H).

All data, materials, knowledge and information generated through, originating from, or having to do with H4H or persons associated with H4H activities, is to be considered privileged and confidential and is not to be disclosed to any third party. All pages, forms, information, designs, documents, printed matter, policies and procedures, conversations, messages (received or transmitted), resources, contacts, email lists, email messages are confidential and the sole property of H4H.

This also includes, but is not limited to, any information of, or relating to our donors, visitors, volunteers, Board of Directors, operations and activities. This privilege extends to all forms and formats in which the information is maintained and stored, including, but not limited to oral, hardcopy, photocopy, automated and/or electronic form.

Any disclosure, misuse, copying or transmitting of any material, data, or any information, whether intentional or unintentional, will subject you to disciplinary action and/or prosecution, according to the procedures set by H4H and any applicable laws.

I agree to these terms and will abide by, adhere to and honour all of the above.

\_\_\_\_\_ Name

\_\_\_\_\_ Date

# ACCIDENT WAIVER AND RELEASE OF LIABILITY FORM

I AM VOLUNTARILY PARTICIPATING IN AND HEREBY ASSUME ALL OF THE RISKS OF PARTICIPATING IN ANY/ALL ACTIVITIES ASSOCIATED WITH A HOME FOR HOOVES FARM SANCTUARY'S VOLUNTEERING AND SANCTUARY VISITS, including by way of example and not limitation, any risks that may arise from negligence or carelessness on the part of the persons or entities being released, from dangerous or defective equipment or property owned, maintained, or controlled by them, or because of their possible liability without fault. I certify that I am physically fit for this activity, and have not been advised to not participate by a qualified medical professional. I certify that there are no health-related reasons or problems, which preclude my participation in this activity. I acknowledge that this Accident Waiver and Release of Liability Form will be used by the event holders, sponsors, and organizers of the activity in which I may participate, and that it will govern my actions and responsibilities at said activity. In consideration of my participation in this activity, I hereby take action for myself, my executors, administrators, heirs, next of kin, successors, and assigns as follows:

(A) I WAIVE, RELEASE, AND DISCHARGE from any and all liability, including but not limited to, liability arising from the negligence or fault of the entities or persons released, for my death, disability, personal injury, property damage, property theft, or actions of any kind which may hereafter occur to me including my traveling to and from this activity, THE FOLLOWING ENTITIES OR PERSONS: A HOME FOR HOOVES FARM SANCTUARY and/or their directors, officers, employees, volunteers, representatives, and agents, and the activity holders, sponsors, and volunteers;

(B) I INDEMNIFY, HOLD HARMLESS, AND PROMISE NOT TO SUE the entities or persons mentioned in this paragraph from any and all liabilities or claims made as a result of participation in this activity, whether caused by the negligence of the released parties or otherwise. I acknowledge that A HOME FOR HOOVES FARM SANCTUARY and their directors, officers, volunteers, representatives, and agents are NOT responsible for the errors, omissions, acts, or failures to act of any party or entity conducting a specific activity on their behalf.

I acknowledge that this activity may involve a test of a person's physical and mental limits and carries with it the potential for death, serious injury, and property loss. The risks include, but are not limited to, those caused by terrain, facilities, temperature, weather, condition of participants, equipment, vehicular traffic, lack of hydration, and actions of other people including, but not limited to, participants, volunteers, monitors, and/or producers of the activity. These risks are not only inherent to participants, but are also present for volunteers.

I hereby consent to receive medical treatment which may be deemed advisable in the event of injury, accident, and/or illness during this activity. In such an event, I agree that I am solely responsible for any associated costs, including but not limited to the costs of receiving such medical treatment and the cost of any required transportation. I understand while participating in this activity, I may be photographed. I agree to allow my photo, video, or film likeness to be used for any purpose by the activity holders, producers, sponsors, organizers, and assigns.

The Accident Waiver and Release of Liability Form shall be construed broadly to provide a release and waiver to the maximum extent permissible under applicable law, however the Accident Waiver and Release of Liability Form shall not extend to any claims not permitted to be released by state law

If any term or provision of this Accident Waiver and Release of Liability is declared void or unenforceable for any reason, such declaration shall not affect any other term or provision of this document. **BY SIGNING, I CERTIFY THAT I HAVE READ THIS DOCUMENT AND I FULLY UNDERSTAND ALL OF ITS TERMS. I AM AWARE THAT THIS IS A RELEASE OF LIABILITY AND A CONTRACT AND IF I SIGN, I AM VOLUNTARILY GIVING UP SUBSTANTIAL LEGAL RIGHTS, INCLUDING THE RIGHT TO SUE. I SIGN THIS DOCUMENT OF MY OWN FREE WILL.**

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Participant's Signature	Date	Participant's Name	Age
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Parent/Guardian Signature	Date	Email Address
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(If under 18 years old, Parent or Guardian must also sign.)