



Friends of Homeless Animals (FOHA) Volunteer Agreement

I, _____, have volunteered to assist Friends of Homeless Animals (FOHA), a non-profit organization operating a shelter for homeless dogs and cats.

As a prerequisite to my volunteer service, I understand and agree to the following:

- 1) I have volunteered my services to FOHA because of my support for the organization and its work. I understand my activities as a volunteer may entail risks such as, but not limited to, dog and cat bites, slippery conditions, and strenuous manual labor. I expressly assume all risks associated with any and all of my volunteer activities.
- 2) Animals can be unpredictable in their behavior, as well as unknowingly carrying disease, which can be communicable to humans. I agree to work with and around the shelter animals and will not hold FOHA responsible for any illness I might contract as a result thereof.
- 3) I agree that I am volunteering my services to FOHA at my own risk and that FOHA has offered no representations as to the safety of my volunteer activities.
- 4) I agree to waive, release, and indemnify FOHA and its officers, directors, employees, and volunteers from any and all claims, losses, liabilities, damages, and costs resulting from any injury to me or to other persons arising out of my volunteer activities.
- 5) I agree to abide by the instructions given to me by the shelter management, staff, and volunteers, including adoption coordinators, and to take special care not to engage in any conduct that puts animals, volunteers, adopters, staff, or any person at risk.
- 6) I agree to conduct myself in a professional manner while participating in volunteer activities at FOHA or otherwise representing FOHA, including social media, and to adhere to the following code of conduct:
 - I will treat the FOHA animals with compassion and tenderness. No mistreatment of the animals will be tolerated.
 - I will treat potential adopters, volunteers, staff, and the visiting public with respect and courtesy. I will not speak disrespectfully of shelter patrons, other volunteers, shelter management, staff, the FOHA board, other shelters, or animal control agencies while representing FOHA.
 - I will follow all rules and obey all boundaries and instructions set forth by FOHA Management and staff while at the shelter, the Treasure Hound, or while representing FOHA at off-site or public events.
 - Except in the case of an emergency, I will refrain from removing or moving any animals or equipment from the FOHA premises without prior consent from FOHA shelter staff or FOHA management.

- Each time I come to the shelter to volunteer, I will sign the FOHA Volunteer Sign-in Log.
- I will respect the independence and authority of volunteers serving on a particular team. I will not interfere or otherwise undermine another volunteer or staff member's work.
- I will refrain from spreading inappropriate or false information respecting the shelter to fellow volunteers, staff, or the public.
- I will immediately report to FOHA senior management any serious misconduct, inappropriate behavior, or allegations of financial or other malfeasance respecting the shelter.
- I will report all incidents, injuries, animal bites, fire, theft, or unusual incidents occurring at the shelter to appropriate authorities and/or to FOHA management immediately after discovery.
- I will treat FOHA facilities and equipment with respect and care. I will not tamper with computers, safety measures or devices such as fire alarms or extinguishers, exit signs, emergency phone systems, smoke or heat detectors, security systems, and locked exterior doors.
- I will deal fairly with FOHA colleagues, staff members, visitors, volunteers, etc., without regard to their gender, race, ethnicity, religion, creed, age, sexual orientation, marital status, national origin, ancestry, citizenship, military status, veteran status, handicap, or disability.
- I will refrain from bringing onto FOHA's property any dangerous materials such as explosives, firearms, weapons, or other similar items.
- I will refrain from any handling or care of FOHA animals while under the influence of alcohol, narcotics, or any other intoxicating substance.

7) By signing below, I certify that: I am at least 18 years of age; I have never been charged with or convicted of any crime or misdemeanor involving animal cruelty, neglect, or abandonment; And that all of the statements I have made in connection with becoming a volunteer at FOHA are true.

8) A volunteer may terminate this volunteer agreement at any time for any reason. FOHA may decline a volunteer's service and may terminate this agreement for any reason without prior notification.

9) I authorize FOHA to take photographs of me while volunteering and to copyright, use, and publish the photo(s) in print and/or electronically. I agree that FOHA may use such photographs of me with or without my name and for any lawful purpose, including, for example, social media, publicity, advertising and website content. Circle one: YES NO

Signature _____ Date _____

Print FULL Name _____

FULL Address _____

Phone (H) _____ Phone (C) _____

Email _____

Previous Names (required by state of Virginia) _____

Revised 9/28/21