

# *Volunteer Policies*

## Volunteer Agreement

In consideration for this opportunity to volunteer for San Antonio Pets Alive! ("SAPA!"), I agree to the following terms and conditions:

1. I will abide by the mission, rules, regulations, policies and programs of SAPA! while I am a volunteer.
2. I agree to volunteer a minimum of 6 hours per month for SAPA!.
3. I agree to be supervised by a SAPA! Manager or designee and will work as a team member with all volunteers.
4. I will treat all animals, other volunteers, SAPA! staff, and the general public with dignity and respect.
5. While handling or fostering animals in SAPA!'s care, I agree to become a designated caretaker for those animals.
6. If I will be sheltering or providing foster care or boarding for any of the SAPA! animals in my home, I consent to an SAPA! representative visiting my home from time to time to observe the animals and their living quarters.
7. I will accurately and truthfully complete this Volunteer Application and Agreement.
8. I understand that SAPA volunteers must be at least 12 years of age. Volunteers aged 12 must be accompanied by a parent or guardian at all times. Volunteers aged 16-17 may obtain a signed parental waiver in order to volunteer without parental supervision. If I am currently 12-15 years old, my parent or guardian must also complete this online application. All minors 12-17 must have a parent or guardian attend volunteer orientation.
9. I will attend [volunteer orientation, or Volunteer On-Boarding](#) prior to volunteering. I understand that:
  - a. there is a nonrefundable orientation registration fee which will guarantee me a spot at volunteer orientation and includes a volunteer t-shirt which must be pre-ordered;
  - b. orientation sessions are scheduled 1-2 months in advance;
  - c. private orientation sessions are not available;
  - d. refunds of the orientation fee are not available;
  - e. parking is limited and location may be hard to find. We ask that you arrive 15-30 early

10. I certify that I have not been convicted of, nor am I currently charged with, any of the following crimes:
- a. any felony within the past five (5) years;
  - b. an offense against the person (Tex. Penal Code Title 5) or an out-of-state equivalent at any time;
  - c. an offense against the family (Tex. Penal Code Title 6) or an out-of-state equivalent at any time;
  - d. cruelty to animals (Tex. Penal Code Sections 42.09, 42.091, 42.092, 42.10, 42.105) or an out-of-state equivalent at any time;
  - e. robbery (Tex. Penal Code Chapter 29) or an out-of-state equivalent within the past five (5) years;
  - f. burglary (Tex. Penal Code Chapter 30) or an out-of-state equivalent within the past five (5) years;
  - g. theft (Tex. Penal Code Chapter 31) or an out-of-state equivalent within the past five (5) years;
  - h. fraud (Tex. Penal Code Chapters 32, 35, 35A) or an out-of-state equivalent within the past five (5) years; or
  - i. money laundering (Tex. Penal Code Chapter 34) or an out-of-state equivalent within the past five (5) years.

## **Volunteer Release & Waiver**

I understand and agree that as a volunteer for San Antonio Pets Alive! (herein after referred to as "SAPA!"), I assume all risks of loss or injury, including death to myself or damage to my property while on the property of SAPA! and elsewhere, while participating in the volunteer program.

I understand and agree that all services performed by me will be performed on a strictly voluntary basis, and that I will receive no remuneration, pay or compensation of any kind.

I understand and agree that I will not be an employee of SAPA! and will not receive any benefits normally available to employees of SAPA!. I understand and agree that SAPA! shall incur no liability of any nature as result of my volunteering for SAPA!.

I understand that in handling animals and performing other volunteer tasks there is a risk of injury, including physical harm or death, and that all services performed by me will be done at my own risk. I understand SAPA! strongly recommends that I keep current my tetanus immunization. I further understand that SAPA! recommends that any dogs and cats that I live with should be immunized by my veterinarian, if not already done so.

Therefore, on behalf of myself, my heirs and personal representatives, I hereby release, discharge and indemnify and hold harmless SAPA! and its assigns, successors, agents, staff, officers, board of directors, employees, contractors and representatives from any and all claims, causes of action or demands of any nature of cause whatsoever, including costs and legal fees arising out of, or relating to, my volunteering with SAPA!, including, but not limited to, animal bites, disease, accidents, property damage, or injuries.

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