

**This Is a Legal Document That Affects Your Legal Rights. Read Carefully!**

This Release & Waiver of Liability (the "Release") is executed on (**today's date**) by (**your name**—"the Volunteer"), in favor of Habitat for Humanity International, Inc., a nonprofit corporation, and West Tuality Habitat for Humanity, Inc., an Oregon nonprofit corporation, their directors, officers, employees, sponsors, donors, volunteers and agents (collectively, "Released Parties").

I, the Volunteer desire to work as a volunteer for one of the Released parties, without compensation, and engage in the activities related to being a volunteer. The Volunteer understands that the "Activities" may include but are not limited to: construction or rehabilitation of residential buildings, working in the Habitat offices or Restore.

I, the Volunteer, desire to work as a volunteer for one or more of the Released Parties without compensation and engage in the activities related to being a volunteer. I understand that my activities may include but are not limited to the following: working at Habitat for Humanity offices and worksites; working in or for Habitat for Humanity ReStore operations; loading and unloading materials; traveling to and from work sites, towns, cities or countries; consuming food available or provided; living in housing provided for volunteers; assisting in disaster relief areas; constructing, repairing, and rehabilitating residential buildings; other construction related activities; and other in-person and/or online volunteer activities ("Activities"). I, the Volunteer, understand that my Activities may include work that may be hazardous to me, including, but not limited to, exposure to lead, asbestos and mold, which may cause or worsen certain illnesses, especially if I do not wear protective equipment, am exposed for extended periods of time, or have a preexisting immune system deficiency. I also understand there is some inherent risk in consuming local foods and living in local accommodations in the city(ies) or country(ies) visited. I further understand I may be traveling to and from locations where there is a risk of terrorism, war, insurrection, criminal activities, instability, inclement weather or other circumstances that could threaten my health or safety. I also understand that it is the policy of the Released Parties not to pay ransom or make any other payments to secure the release of hostages. I, the Volunteer, hereby freely, voluntarily and without duress execute this Release under the following terms:

**Release and Waiver.** I, the Volunteer, acknowledge and understand that participation in the Activities may involve certain risks, including, but not limited to, personal injury(ies), bodily injury, illness, permanent disability, property damage, loss and/or death ("Risks"). These Risks include, but are not limited to, exposure to and/or infection with viruses and/or bacterial infection even in ideal conditions, and despite any and all reasonable efforts made to mitigate such Risks. I, the Volunteer, further confirm that prior to engaging in the Activities, I may be required to complete a health screening questionnaire provided by one or more of the Released Parties. I agree that I will answer all questions on the questionnaire truthfully. I agree to not participate in any Activities if, at such time I am unwell I further agree to follow all safety precautions outlined by any Released Party while volunteering. In consideration of and in order to be allowed to participate in the Activities, I do hereby release and forever discharge and hold harmless the Released Parties and their successors and assigns from any and all liability, claims, demands, costs and damages of any kind, whether arising from tort, contract or otherwise, which I or my heirs, assigns, next of kin or legal representatives may have or which may hereinafter accrue, arise from, or are in any way related to my Activities with any of the Released Parties, including but not limited to Risks, whether caused wholly or in part by the simple negligence, fault or other misconduct of any of the Released Parties or of other volunteers, other than their intentional or grossly negligent conduct. I understand and acknowledge that by signing this Release I knowingly assume the Risks associated with the Activities. I also understand that the Released Parties do not assume any responsibility for or obligation to provide financial assistance or other assistance, including but not limited to medical, health or disability insurance in the event of injury, illness, death or property damage I understand and acknowledge that children under the age of 16 are not allowed on Habitat for Humanity worksites while construction is in progress. While minors between the ages of 16 and 18 may be allowed to participate in some types of build site activities, solely as outlined by the Released Parties, I understand that using power tools, excavation, demolition, working on rooftops and similar activities are not permitted for anyone under the age of 18. I agree it is my responsibility to communicate these requirements to any of my minor children who will attend and/or participate in the Activities.

**Consent to Transportation and Medical Treatment.** I consent to the use of first aid treatment and the use of generic and over-the-counter medications and treatments as directed by manufacturer labels, whether administered by the Released Parties or first aid personnel. In an emergency, I understand the Released Parties may try to contact the individual listed below as an emergency contact. If an emergency contact cannot be reached promptly, I hereby authorize the Released Parties to act as an agent for me to consent to any examination, testing, x-rays, medical, dental or surgical treatment for me as advised by a physician, dentist or other health care provider. This includes, but is not limited to, my assessment, evaluation, medical care and treatment, anesthesia, hospitalization, or other health care treatment or procedure as advised by a physician, dentist or other health care provider. I also authorize the Released Parties to arrange for transportation of me as deemed necessary and appropriate in their discretion. I, the Volunteer, do hereby release, forever discharge and hold harmless the Released Parties from any liability, claim, demand, and action whatsoever brought by me or on my behalf which arises or may hereafter arise on account of any transportation, first aid, assessment, care, treatment, response or service rendered in connection with my Activities with any of the Released Parties.

If the Volunteer is less than 18 years of age, the parent(s) having legal custody and/or the legal guardian(s) of the Volunteer also hereby release, forever discharge and hold harmless the Released Parties from any liability, claim, demand and action whatsoever brought by such volunteer or on his/her behalf which arises or may hereafter arise on account of the decision by any representative or agent of the Released Parties to exercise the power to transport, administer first aid, and consent to assessment, examination, x-rays, medical, dental, surgical or other such health care treatment as set forth in the Parental Authorization for Treatment of, and Travel With, a Minor Child.

**Insurance.** I understand that, except as otherwise agreed to by the Released Parties in writing, the Released Parties are under no obligation to provide, carry or maintain health, medical, travel, disability, defense costs, or other insurance coverage for any Volunteer. Each Volunteer is expected and encouraged to obtain his or her own health, medical, travel, disability or other insurance coverage.

I understand that I am and remain responsible for payment of such hospital, physician, ambulance, dental, medical or other services obtained for me or my child. I agree that the Released Parties do not assume any responsibility for the payment of such fees or expenses which may be incurred. If I have health insurance, I understand my personal health insurance is my primary coverage.

**Confidentiality.** I agree that in the course of my participation in the Activities, I may have access to personal and/or health care information of other persons. I agree to maintain the confidentiality of such information, to use such information only as necessary to do my job as a volunteer, and to comply with Habitat for applicable policies regarding such information.

**Photographic/Recording Release.** I hereby grant and convey unto the Released Parties all right, title and interest in any and all photographs and video/audio/electronic recordings of me, including as to my name, image and voice, made by or on behalf of any of the Released Parties during my Activities with the Released Parties, including, but not limited to, the right to use such materials for any purpose, including fundraising, and to any royalties, proceeds or other benefits derived from them. I understand that I will not have any ownership interest in or to such photographs, images and/or recordings, I have not been provided or promised any compensation to me, and I hereby waive any rights, privileges or claims based on any right of publicity, privacy, ownership or any other rights arising, relating to or resulting from the photographs, images and/or recordings. I understand and agree that this paragraph also applies to my minor child(ren) who are volunteering.

**Other.** I expressly agree that this Release is intended to be as broad and inclusive as permitted by state law. I further agree that in the event any clause or provision of this Release is held invalid by any court of competent jurisdiction, the invalidity of such clause or provision shall not otherwise affect the remaining clauses or provisions of this Release, which shall continue to be enforceable. Further, a waiver of a right under this Release by a Released Party does not prevent the exercise of any other right.

I have carefully considered my decision, the benefits and risks involved, and hereby give my informed consent to participate in all volunteer Activities. I have read and understand this Release and Waiver of Liability, I acknowledge that any questions of mine have been answered, and I voluntarily agree to the above provisions. It is my intent to bind my heirs, next of kin, assigns and legal representative. (end of waiver)



Becoming a Habitat for Humanity volunteer comes with great rewards and responsibilities. Volunteers like you are Habitat representatives. When you accept a volunteer role with Habitat, you are committing to act with the highest standards of ethics, in a way that promotes our mission, respects the local community, and ensures the safety of every child, vulnerable adult, family who partners with Habitat, community member, critical repair program client, volunteer, and Habitat staff member.

## Principle 1: Promote a Respectful Community

- Treat all people with respect, courtesy, and dignity
- Engage others with cultural humility and contribute to a safe environment that celebrates diversity, practices equity, prioritizes inclusion, and promotes belonging
- Make an effort to understand and honor the local cultures
- Avoid insensitive or inappropriate language that could be interpreted as humiliating, demeaning, or sexually suggestive
- Do not engage in any form of harassment—verbal, physical, or sexual; including comments, jokes, gestures, or looks that could be considered inappropriate, unwelcome, or could contribute to a hostile or intimidating environment
- Do not judge whether clients are “worthy” of Habitat’s services
- Follow all rules & policies set forth by a staff member or supervising volunteer

## Principle 2: Protect from Harm

- Do not engage in any behavior—verbal, physical, or sexual—with children or adults that may be interpreted as inappropriate, unwelcome, grooming, harmful, or abusive
- Do not meet, spend time alone with, or show preferential treatment to any person partnering or receiving services from Habitat, children or adults. A minimum of two adults should be present when interacting with a child or other vulnerable person
- Do not invite any person partnering or receiving services from Habitat, children or adults, into your residence or other accommodations; take them into a personal vehicle; seek to make contact, visit or spend time with outside of the scope of the Habitat project
- Volunteers should not use any photos, videos, or stories of any person partnering or receiving services from Habitat, children or adults, on any social media or online communication platform
- Allow Habitat staff and appointed family services representatives to communicate needed information with any person partnering or receiving services from Habitat
- Sexual activity is never considered appropriate between Habitat volunteers and any person partnering or receiving services from Habitat, children or adults, even if allowed by local laws

## Principle 3: Prioritize Safety

- Safety rules, procedures, and guidelines at build sites, ReStores, repair sites, Habitat offices and properties have been created to keep you and others safe as you volunteer and must be followed. Activities or behavior that raises the risk level should be avoided
- Report any unsafe working conditions to the appropriate onsite supervisor

## Principle 4: Zero-Tolerance for alcohol, drugs, and weapons

- The purchase or possession of illegal drugs or weapons is prohibited on Habitat property and volunteer sites.
- The purchase or possession of alcohol is prohibited on and in transit to Habitat property and volunteer sites.

## Principle 5: Follow Gift-Giving Guidance

- To avoid potential misunderstandings, embarrassment, injured feelings or jealousy, volunteers are asked not to exchange gifts with any person partnering or receiving services from Habitat, children or adults, without first consulting Habitat staff or designated family services personnel. Appropriate ways to exchange gifts can happily be discussed that will benefit the entire community

## Principle 6: Protect Habitat Assets

- Use reasonable care to protect all Habitat for Humanity resources. Stealing, misappropriation or diversion of Habitat funds, property or other assets for personal benefit is not permitted, nor is engaging in fraudulent activity regarding Habitat for Humanity’s assets, operations, or the community members or families who partner with Habitat.

## Principle 7: Maintain Confidentiality

- Build trust by respecting the confidentiality of volunteers, staff, community members, and any person partnering or receiving services from Habitat, children or adults. Unless you receive prior written approval from Habitat, do not disclose personal stories or confidential information verbally, in writing, or online in any form.

## Principle 8: Speak Up!

- Habitat embraces a “see something, say something” culture. If you become aware of potential misconduct, help reinforce our culture of courage and accountability by sharing your concerns with appropriate Habitat staff or a supervising volunteer. You can also anonymously report potential misconduct using the confidential Habitat Ethics and Accountability Line: [www.heal.habitat.org](http://www.heal.habitat.org) or on a mobile device [www.healmobile.habitat.org](http://www.healmobile.habitat.org)