

Volunteer Agreement and Waiver and Release: Adults

I agree to volunteer my services to Deerfield Township in accordance with the following understandings:

1. I will offer my services with no expectation of pay, benefits, or other privileges of employment of any kind. I certify that I have not been promised and have no expectation that I will receive a paid position as a result of my volunteer work.
2. I understand that placement into volunteer positions are at the sole discretion of Deerfield Township. Accordingly, my volunteer assignment/service may be withdrawn or terminated at any time.
3. I agree to follow all of Deerfield Township's Park Rules and all applicable State and Federal laws, rules, and regulations.
4. I agree to follow the directions of Deerfield Township staff and to exercise reasonable care in all activities in which I participate.
5. I understand that despite careful preparation and instruction, not all hazards can be foreseen. I agree that I am solely responsible for determining if I am physically fit and/or properly skilled for any volunteer activity. I understand that I always have the right to refuse any task that I am uncomfortable with. I agree to waive, release and hold Deerfield Township harmless from all tort and civil liability arising from or relating to volunteering my services. This Agreement to waive, release and hold harmless includes not just Deerfield Township, but also its officers, employees, agents and independent contractors.
6. I understand and agree that Deerfield Township is not responsible for any of my personal property that is lost, damaged, or stolen while I am participating as a volunteer.
7. I grant Deerfield Township, all sponsors, affiliates, parties permitting use of property, coordinating groups, volunteers, and any individuals associated with the activity, permission to use my photograph or image with or without my name, both single and in conjunction with other persons or objects for any and all purposes, including, but not limited to, private or public presentations, advertising, publicity, and promotions relating thereto.
8. In the event of a medical emergency, I hereby give my consent for 1) transfer to the nearest hospital reasonably accessible; 2) the administration of any treatment deemed necessary by a licensed physician or dentist. This authorization does not cover major surgery, unless the medical opinions of two licensed physicians or dentists, concurring in the necessity for such surgery, are obtained prior to the performance of such surgery.
9. In consideration of being permitted to participate in the volunteer activity, I hereby, for myself, my child, and our executors, administrators and assignees, assume all risks and hold Deerfield Township, all sponsors, affiliates, parties permitting use of property, coordinating groups, volunteers, and any individuals associated with the activity harmless from any and all liability, causes of action, debts, claims, damages, or demands of any nature whatsoever which may arise in connection with my participation in activities.
10. I understand that Deerfield Township requires a background check prior to allowing adult volunteers to serve in certain volunteer activities. This background check will be paid for by Deerfield Township.
11. This Agreement shall be governed and construed in accordance with the laws of Ohio, without regard to Ohio's conflicts-of-law principles, and all claims relating to or arising out of this contract, or the breach thereof, whether sounding in contract, tort or otherwise, shall likewise be governed by the laws of Ohio, without regard to Ohio's conflicts-of-law principles. Any claims, legal proceeding or litigation arising in connection with this Agreement will be brought solely in Warren County, Ohio, and the Parties consent to the jurisdiction of such courts.

Volunteer Code of Conduct

1. Volunteers will portray a positive role model by maintaining an attitude of loyalty, patience, courtesy, tact, and maturity.
2. Volunteers will act in a caring, honest, respectful, and responsible manner.
3. Volunteers will respond to participants with respect and consideration and treat all participants equally, regardless of sex, race, religion, culture, economic level of the family, or disability.
4. Volunteers will respect participant's rights not to be touched or looked at in ways that make them feel uncomfortable, and their right to say no.
5. To protect Deerfield Township volunteers and event/program participants, at no time during a Deerfield Township event/program may a volunteer be alone with a participant where he/she cannot be observed by others. During events/programs, volunteers will space themselves in such a way that other staff/volunteers can see them.
6. Volunteers will refrain from intimate displays of affection toward others in the presence of participants, volunteers, and staff.
7. Volunteers will limit non-essential cell phone use as to not interfere with volunteer duties.
8. Smoking or use of tobacco in the presence of participants while volunteering is prohibited.
9. Possession or use of any type of weapon or explosive device is prohibited.
10. Profanity, inappropriate jokes, gossip, sharing intimate details of one's personal life, and any kind of harassment in the presence of participants, volunteers, or staff is prohibited.
11. Volunteers will notify Deerfield Township in a timely manner when their availability changes or they are unable to fulfill a confirmed volunteer assignment.
12. Volunteers will discuss concerns and complaints in an appropriate manner with Deerfield Township staff.
13. Volunteers are to report to Deerfield Township any volunteer who violates policies listed in this Code of Conduct.

Volunteer Rights & Responsibilities

As a volunteer, you have the right to:

- Do meaningful and satisfying work
- Be recognized as a valued team member
- Have choices and feel comfortable about saying "no"
- Volunteer in a safe and healthy environment
- Receive feedback
- Receive recognition for your contribution
- Have your personal information kept confidential

As a volunteer, you are expected to:

- Be reliable, punctual, and trustworthy
- Be a positive reflection on the Township (neat appearance, polite, friendly, respectful, etc.)
- Ask for support when it is needed
- Stay safe
- Be accountable and accept feedback
- Give adequate notice if your availability changes
- Discuss complaints in an appropriate manner with Township staff