



AWLA Junior Volunteer Agreement

This agreement is intended to establish the responsibilities of the Junior Volunteer and the AWLA. The AWLA takes its responsibility to the Junior Volunteer seriously and asks that the Junior Volunteer do the same. Welcome to our team!

Junior Volunteer agrees to

1. Adhere to the Junior Volunteer policies and procedures as outlined in this Agreement, the Junior Volunteer Handbook and appropriate volunteer job-specific handbooks and/or trainings.
2. Always treat the animals with respect and care. Volunteers agree to only handle animals they have received training on and that are approved for the volunteer's level of interaction.
3. Perform volunteer duties with a positive attitude and to the best of your ability.
4. Complete appropriate trainings and attend volunteer meetings.
5. Foster positive working relationships with staff and other volunteers and adhere to staff decisions and directives.
6. Provide excellent customer service to members of the public.
7. Be prompt and reliable in attendance. Remove yourself from the schedule when unable to fulfill volunteer duties and contact the Humane Educator and/or Volunteer Manager when appropriate.
8. Accurately represent your education, training and experience to members of the public.
9. Possess a professional attitude which upholds confidentiality in relation to sensitive situations within the AWLA.
10. Refrain from portraying the AWLA in a negative light, including on social or in traditional media.
11. Use your cell phone only for appropriate AWLA activities. Refrain from using your cell phone for personal use during volunteer shifts.
12. Report injuries per the guidelines laid out in the Junior Volunteer Handbook.
13. Acknowledge that violation of the above guidelines, inadequate performance or poor attendance may all lead to dismissal. Please note that the AWLA reserves the right to dismiss a volunteer for any reason.

AWLA agrees to

1. Treat you and your volunteer duties with the importance that you dedicate to the mission of the AWLA.
2. To be receptive to any suggestions from you regarding ways in which we might improve your volunteer duties or the care of the animals.
3. To provide adequate information, training, assistance and materials for you to be able to meet the responsibilities of your volunteer position.
4. To treat you and your efforts on behalf of the AWLA with respect and strive to maintain a smooth working relationship.

Junior Volunteer Name _____

Junior Volunteer Signature _____ **Date** _____



AWLA Junior Volunteer Program Liability and Media Release

The Animal Welfare League of Alexandria's (hereby known as "AWLA") Junior Volunteer Program is a fun, educational way to learn about compassion and understanding towards animals and our broader community. To ensure a positive experience for all, we are dedicated to the following guidelines for the safety and well-being of the Junior Volunteers and the animals. Your child is expected to follow instructions from AWLA staff and team members and maintain appropriate conduct with all animals. If your child is unable to follow these guidelines, they will be asked to leave the program.

(initial) In the event that your child is injured while participating in the Junior Volunteer Program, this consent form gives the AWLA permission to have your child treated by a professional health care worker.

(initial) In the performance of Junior Volunteer experiences with the AWLA, there exists a risk of damage to clothing and other personal property. I agree to release, indemnify and hold harmless the AWLA for any and all physical injury and for any and all damage to clothing and other personal property.

(initial) I understand that my child will be coming into contact with animals. All animals will have a full set of appropriate vaccinations, but there is always a risk that an animal may develop rabies at a later date. The AWLA does not always have the full medical history of animals in its care and placed for adoptions. If I have questions or concerns, I will discuss the risk with my child's physician prior to executing this release. I release and hold harmless the AWLA from any liability or medical responsibility resulting from my child's interaction with animals or other duties at the shelter.

(initial) I give the AWLA permission to use any photographs taken of myself and my charge in AWLA events, including all youth programs and other public relations efforts associated with the AWLA. I agree that the AWLA may use such photographs of my child with or without a first name only, for any lawful purpose, including for example such purposes as publicity, illustration, advertising and web content.

(initial) I hereby unconditionally release, discharge and hold harmless the AWLA and the City of Alexandria, including their employees, officers, directors, agents, assigns and successors, from and against any and all claims, obligations and liabilities of every nature and kind whatsoever, relating to or arising out of my child's participation with the AWLA's Junior Volunteer Program.

Junior Volunteer Name _____

Printed Name of Parent/Guardian _____

Signature of Parent/Guardian _____ **Date** _____