



# Liability Form

In consideration of the Bitter Root Humane Association (hereafter referred to as BRHA) accepting me as a Tales & Tails, I \_\_\_\_\_, hereby agree to indemnify, defend and hold BRHA, its employees, volunteers, and directors harmless for any and all damages, loss, or injuries I may sustain during my Tales & Tails activities. I understand the risks involved with my Tales & Tails activities at BRHA. I fully understand that BRHA handles many animals on a daily basis, and I assume all responsibility for bodily injury, loss of personal property and expenses thereof as a result of working with these animals. I hereby grant and convey to BRHA all rights, title, and interest in any and all photographic images and video or audio records made in connection with activities conducted or sponsored by BRHA. **By providing my email address on this application, I am giving my consent to receive communications from BRHA at this address.**

This Tales & Tails release form is executed without reliance upon any representation by any person, the undersigned has carefully read and understands the contents of this Tales & Tails release form and executes the same as his or her own free act.

- Never strike an animal, or handle or treat an animal in such a way that it would be construed as rough or abusive. I will always exercise compassion and care with the animals.
- **Hold absolutely confidential all information that I may obtain, directly or indirectly, concerning clients, animals and staff.** I agree not to seek to obtain confidential information from a client. I understand that an intentional or unintentional violation of confidentiality may result in disciplinary action, including termination by the BRHA.
- **At all times, I will represent the BRHA in a positive manner.** This includes social media outlets.
- Become familiar with BRHA policies and procedures and uphold their philosophy and standards. I will seek clarification from the Volunteer Coordinator or Shelter Manager.
- Adhere to a BRHA policy of not taking pictures on BRHA property without permission, and not interfacing with members of the media unless otherwise instructed by BRHA Management Personnel.
- Be punctual and conscientious, conduct myself with dignity, courtesy, respect and consideration for others and strive to make my work professional in quality.
- Maintain a well-groomed appearance for all Tales & Tails assignments.
- Adhere to all safety procedures outlined by BRHA staff and/or Board of Directors. **This includes not using your cell phone while with any animal.**
- **I understand that the Bitter Root Humane Association reserves the right to terminate my Tales & Tails status as a result of any of the following:**
  - Any abuse or mistreatment of an animal.
  - Failure to comply with organizational policies, rules, and other regulations as set forth by the BRHA Management staff or BRHA Board of Directors.
  - Unsatisfactory attitude, work, or appearance.
  - Any other circumstances which, in the combined judgment of the Volunteer Coordinator, BRHA Operations Manager, Executive Director and Board of Directors Executive Committee would make my continued service as a volunteer contrary to the best interest of the BRHA.
- I understand that as a Tales & Tails, I am greatly valued for my contribution; however, I cannot affect shelter policy or procedures. I am always free to discuss any concerns or recommendations with the Volunteer Coordinator.

I have read and understand each of the above conditions. My signature below indicates that I agree to comply with them.

\_\_\_\_\_  
Signature (parent/guardian signature if applicant under 18)

\_\_\_\_\_  
Date

Revised on: 6/9/2021    Approved on: 6/9/2021



## BRHA Statement of Confidentiality

It is the nature of our business that there is constant flow of information pertaining to our "guests", clientele, our facility and our organization. It is expected that employees, Tales & Tails and members of the Board of Directors will observe strict confidentiality. Confidential information should never be shared outside the organization without prior written authorization from the Board of Directors or Operations Manager. This applies equally during employment and/or Tales & Tails and after employment and/or Tales & Tails.

***Please print name:***

I \_\_\_\_\_ understand the principles and practices of confidentiality as they apply to my Tales & Tails at BRHA and as the Volunteer Coordinator has explained to me and I agree to abide by them.

\_\_\_\_\_  
Signature (parent/guardian signature if applicant under 18)

\_\_\_\_\_  
Date