

Tiny Cat Animal Rescue Volunteer Agreement and Waiver of Liability

This Volunteer Agreement and Waiver of Liability (this “**Agreement**”) is entered into between Tiny Cat Animal Rescue (“**TCAR**”) and the undersigned volunteer (“**Volunteer**”).

1. MISSION ALIGNMENT

I understand that TCAR is a volunteer-run, foster-based 501(c)(3) nonprofit dedicated to a future where cats are safe and loved. By volunteering, I commit to advancing this mission through compassionate, proactive service under TCAR’s guidance.

2. VOLUNTEER RELATIONSHIP

I understand and agree that:

- (a) I am not an employee of TCAR and will not receive compensation, wages, or benefits.
- (b) My service is voluntary and may be terminated by me or by TCAR at any time, with or without notice.
- (c) If I stop being a volunteer for TCAR for any reason, or upon TCAR’s request at any time, I will promptly return all TCAR supplies, equipment, records, monies, and other items in good, clean condition.
- (d) Any animal entrusted to me by TCAR is owned solely by and is the property of TCAR, and I will not withhold, sell, give away or transfer such animal except as directed by TCAR.

3. VOLUNTEER ACTIVITIES

I may assist TCAR in one or more areas, including but not limited to: supporting TCAR’s Trap-Neuter-Vaccinate-Return (TNVR) efforts; transporting cats, supplies, or equipment; staffing adoption or fundraising events; screening foster or adoption applicants; feeding and supporting community cat colonies on TCAR’s behalf; assisting with grant writing and research or other fundraising efforts; performing administrative tasks; or performing other services reasonably requested by TCAR in furtherance of TCAR’s mission.

I agree to follow all safety protocols and instructions related to these activities and to be legally and financially responsible for my own acts and omissions relating to these activities.

4. CODE OF CONDUCT

I am aware that as a Volunteer, I am acting as a representative of TCAR and agree to act responsibly at all times by maintaining a professional demeanor. I understand that it is important to protect the reputation of TCAR at all times, and that even though sometimes people can be grumpy and rude, I will always do my best to be understanding, helpful, and provide good customer service.

In performing my duties as a TCAR Volunteer, I agree to abide by the instructions given to me by my TCAR supervisor and to take special care not to engage in any conduct that puts animals, other volunteers, or any person at risk. I further agree that:

- (a) I will treat all cats with compassion and gentleness; no mistreatment will be tolerated.
- (b) I will treat adopters, community members, fellow volunteers, TCAR Directors and staff, and the public with respect and courtesy.
- (c) I will follow safety protocols, including proper handling, hygiene, and reporting of incidents.
- (d) I will not dispense veterinary advice unless I am a licensed veterinarian or veterinary technician.
- (e) I will not speak disparagingly of TCAR, its partners, or other rescues.
- (f) I will refrain from volunteering while under the influence of alcohol, narcotics, or intoxicating substances.
- (g) I will not bring dangerous materials (e.g., weapons, explosives) to any TCAR activity.
- (h) I will follow all TCAR rules regarding animal release and adoption and will not break them for any reason.
- (i) I will not unlawfully discriminate against a potential adopter or foster for any reason.
- (j) I will comply with all federal, state, and local laws.

I understand that I am not authorized to accept surrenders of pets or otherwise intake animals on behalf of TCAR unless authorized in writing by a member of TCAR's Board of Directors ("TCAR Director").

I also understand If I will be sheltering, providing foster care, or boarding any of TCAR animals in my home or business, I understand I will be required to sign and abide by the terms of TCAR's Foster Agreement, and I consent to TCAR visiting my home or business from time to time to observe the animals and their living quarters.

5. TRANSPORTATION AND AUTO INSURANCE

If I transport animals, supplies, or equipment on behalf of TCAR, I represent and agree that I hold a valid driver's license and maintain active personal auto insurance as required by law. I understand that my personal auto insurance is primary for any incident arising from such transportation, and TCAR does not provide insurance coverage for my vehicle, personal property, or injuries arising from my operation of a vehicle. I understand TCAR may request proof of a valid driver's license or insurance at any time.

6. CONFIDENTIALITY

I understand that during my service as a TCAR Volunteer, I may have access to confidential or sensitive information, including adopter/foster information, donor data, financial information, and internal discussions. I agree to maintain confidentiality in accordance with TCAR's Confidentiality Policy.

7. REIMBURSEMENT

I understand that I may not be reimbursed for any expense I incur while volunteering for TCAR unless it has been approved in accordance with TCAR's Financial Policy. Reimbursement requests must be accompanied by an itemized receipt or other documentation and submitted to the Treasurer within thirty (30) days of the expense. For routine, pre-approved cat care expenses (food, litter, and basic supplies), I should contact my Foster Coordinator or the Director of Operations. For veterinary expenses, I should obtain prior authorization from the Executive Director or Director of Operations before the expense is incurred, except in emergencies where immediate care is needed, in which case I should notify TCAR as soon as possible after seeking care.

8. SAFETY AND RISK ACKNOWLEDGEMENT

I understand that working with animals involves risks, including scratches, bites, zoonotic illness, and injury from lifting or handling supplies. I assume full responsibility for any risk of bodily injury, illness, death, or property damage arising from my volunteer activities.

I understand the possibility of risk of transferring disease-causing microorganisms during animal handling activities from TCAR animals to myself and to my personal

animals or vice versa (e.g., distemper, giardia, toxoplasmosis, and other parasitic or fungal conditions such as ringworm). I agree to take all precautions to avoid such transfer, and I agree to the importance of having myself and my pets up to date on all current vaccinations. I understand that TCAR will not be responsible to pay for any vaccination, for my pets or myself.

I understand that although TCAR will make every attempt to ensure the safety of their volunteers and animals, animals are by nature unpredictable in their behavior. Therefore, I assume the risks of being bitten, scratched, injured, or frightened by cats, kittens, and other animals in connection with my volunteer work for TCAR.

I understand the potential safety risks of working with animals and that I may not bring friends or family members with me while volunteering for TCAR, unless they have also submitted a Volunteer Agreement and Waiver of Liability, or prior arrangements have been made in advance with the TCAR.

I also understand that if I choose to bring a minor that I am a legal guardian of while volunteering, I am completely responsible for that minor even if TCAR has agreed to the minor's attendance and participation, and I will take all precautions necessary for the protection of the minor and TCAR animals.

9. MEDICAL CARE

In the event of injury or illness, I authorize TCAR to seek emergency medical treatment on my behalf if I am unable to do so, and I accept financial responsibility for such care.

10. MEDIA RELEASE

- (a) I hereby grant and convey unto TCAR all right, title, and interest in any and all photographs, images, and video or audio recordings taken during or in connection with volunteer activities, whether captured by TCAR or provided to TCAR by me, including but not limited to any royalties, donations, proceeds, or other benefits derived from such photographs or recordings.
- (b) I further permit TCAR to publish said images, recordings, and videos on its website, social media, newsletters, and in other digital or print media for promotional or other mission-related purposes as TCAR deems appropriate.

11. RELEASE AND INDEMNIFICATION

To the fullest extent allowed by law, I release, waive, indemnify, and hold harmless TCAR, its officers, directors, volunteers, fosters, employees, and agents from all

claims, demands, damages, costs, or liabilities arising out of or connected to my volunteer service, except to the extent caused directly by TCAR's willful misconduct.

Neither TCAR, nor any of its Directors, volunteers, fosters, or other affiliates are liable to me for any injuries, damages, liabilities, losses, judgments, costs, damage to property or expenses whatsoever that I might suffer or sustain in connection with the performance of my volunteer activities for TCAR.

I will indemnify, defend, and hold TCAR Directors, volunteers, fosters, and other affiliates harmless from and against any claims, lawsuits, injuries, damages, losses, costs, or expenses whatsoever sustained by any foster animal or any person in connection with my intentional or reckless misconduct or grossly negligent performance of volunteer activities for TCAR or violation of TCAR's rules, regulations, policies, and programs.

12. ELIGIBILITY AND REPRESENTATIONS

I affirm that:

- (a) I am at least 18 years of age (or accompanied by a parent/guardian if under 18).
- (b) I am current on my tetanus vaccination.
- (c) No member of my household, including me, has been convicted of animal cruelty, neglect, or abandonment.
- (d) The information I provide on this form is true and complete.

13. GOVERNING LAW

This Agreement will be governed by the laws of the Commonwealth of Virginia.