

## **Release & Waiver of Liability**

### **For Public Programs**

I agree to indemnify and hold harmless the Columbia Land Conservancy, its employees, board members, contractors, volunteers, and other representatives against any liability, claim, injury, or costs arising from or resulting from my participation in this event. I acknowledge that there are potential hazards associated with this event, and I agree to exercise common sense and follow all safety precautions to avoid accident and injury.

**Photographic Release:** I hereby grant and convey unto CLC and partner organizations all rights, title, and interest in any and all photographic images and video or audio recordings made by CLC during the activities. I grant permission to CLC to use photographs shared by and/or of me for use in publications, including websites or other electronic forms or media, and to offer the photographs for use or distribution in all manners, for advertising, trade, promotional and other related lawful purposes without notifying me.

### **For Volunteer Events**

I agree to indemnify and hold harmless the Columbia Land Conservancy, Inc. ("CLC"), its representing agencies, employees, board members, contractors, volunteers, and other representatives against any liability, claim, injury, or costs arising from or resulting from my work as a volunteer. I acknowledge that there are potential hazards associated with volunteering activities, and I agree to exercise common sense and follow all safety precautions to avoid accident and injury.

**Activities:** I understand activities may include, but are not limited to: hiking, planting, pulling weeds, and transportation to and from the activity site. Environmental hazards include, but are not limited to: uneven terrain, rivers and streams, falling branches or trees, inclement weather, reaction to plants or insects, harm resulting from contact with animals, etc.

**Safety:** I understand that during my participation, I may be exposed to a variety of hazards and risks, foreseen or unforeseen. I appreciate that I may have to exercise extra care for my own person and for others around me in the face of such hazards. I agree to read, listen to, and follow all safety instructions.

**Medical Care:** I understand that there may not be rescue or medical facilities immediately available for the injuries I may suffer from the hazards and risks to which I may be exposed, and I agree that I am responsible for my own medical care. However, if I do receive medical care in the event of an emergency (for instance, if I am unconscious) I do release CLC from any and all claims resulting from any first aid, treatment, or service rendered. I understand CLC does not provide any health, medical, or disability insurance for participants.

**Photographic Release:** I hereby grant and convey unto CLC all rights, title, and interest in any and all photographic images and video or audio recordings made by CLC during the activities. I grant permission to CLC to use photographs taken of or shared by me for use in publications, including websites or other electronic forms or media, and to offer the photographs for use or distribution in all manners, for advertising, trade, promotional and other related lawful purposes without notifying me.

**Severability:** I agree if any part of this Waiver is determined to be unenforceable, it is intended that all other terms be enforced.

**Termination of Agreement:** I agree this Waiver is binding until CLC receives a statement in writing that I no longer agree to the terms in this Waiver.

**Organizational Policies:** I have read and agree to abide by the organizational policies established by CLC. I agree that any and all information shared with me or that I may obtain about landowners, donors, employees, and fellow volunteers is confidential and shall not be divulged by me. I will not copy, transcribe, record, or memorize confidential information in any manner, nor disclose or use such information for any purpose beyond assigned volunteer services to Columbia Land Conservancy. It is my understanding that volunteer status may be revoked if these policies are violated.

## **Organizational Policies**

### **Non-Discrimination Policy**

The Columbia Land Conservancy does not discriminate based on race, religion, color, national origin, ancestry, disability, marital status, affectional preference, sexual orientation, age, gender, or any other basis forbidden by law in any volunteer decision.

### **Sexual Harassment and Offensive Behavior Policy Statement**

The Columbia Land Conservancy is committed to maintaining a work environment free of discrimination and harassment. In keeping with this commitment, we maintain a strict policy that all volunteers are responsible for ensuring that the workplace is free from sexual harassment (or any form of harassment). The workplace includes the main office and field office of the Conservancy and those places outside the office where functions, sponsored by CLC, are held.

Sexual harassment will not be tolerated. Any employee or individual covered by this policy who engages in sexual harassment or retaliation will be subject to remedial and/or disciplinary action (e.g., counseling, suspension, termination).

### **Abuse of Alcohol and Drugs**

The unauthorized use, possession, or sale of alcohol or the use or possession of illegal drugs, or the misuse of legal drugs while on CLC business or on CLC premises is strictly prohibited. For purposes of this policy, CLC premises include all land, property, buildings,

structures, parking lots, means of transportation owned or leased by CLC or otherwise being used for CLC business, as well as CLC sponsored events, wherever they are held. Reporting to volunteer functions under the influence of such drugs or alcohol is similarly prohibited, regardless of whether the alcohol or drugs were consumed off-premises. Violation of this policy is grounds for disciplinary action, up to and including termination.

### **Safety, Injuries, and Reporting Accidents**

Volunteer safety is of utmost concern to Columbia Land Conservancy. Every volunteer is cautioned to properly use equipment, work carefully, use common sense, and follow all prescribed safety procedures and operating instructions. Any accident or injury should be reported immediately to Columbia Land Conservancy staff.

By submitting this form, you are consenting to receive emails from: Columbia Land Conservancy, 49 Main Street, Chatham , NY, 12037, US, <http://clctrust.org>. You can revoke your consent to receive emails at any time by using the SafeUnsubscribe® link, found at the bottom of every email. Emails are serviced by Constant Contact.