

# Volunteer Agreement

for Paint & Paws LLC

## Volunteer Agreement and Liability Waiver

This Volunteer Agreement is entered into between **Paint & Paws LLC** and the undersigned volunteer \_\_\_\_\_

## 1. Purpose

The Volunteer agrees to assist with Paint & Paws LLC events, including painting activities, recreational puppy therapy experiences, customer assistance, setup and cleanup, guest support, and other event-related duties.

## 2. Volunteer Status

The Volunteer understands and agrees that:

- Volunteer services are provided freely and without expectation of wages, salary, commission, or employee benefits.
- This Agreement does not create an employer-employee relationship.
- The Volunteer is not entitled to workers' compensation, unemployment benefits, or other employee protections unless required by law.
- Volunteer participation is voluntary and may be ended by either party at any time.

## 3. Duties and Responsibilities

The Volunteer may assist with:

- Event setup and breakdown
- Greeting guests and checking in attendees
- Assisting with painting stations
- Supervising materials and supplies
- Supporting recreational therapy puppy interactions
- Helping maintain cleanliness and safety
- Assisting instructors and staff during events

The Volunteer agrees to act professionally, respectfully, and safely at all times.

## **4. Animal Interaction Acknowledgment**

The Volunteer understands that Paint & Paws LLC events involve interaction with dogs and animals. The Volunteer acknowledges that working around animals may involve risks including but not limited to:

- Scratches
- Bites
- Allergic reactions
- Falls or accidental injury

The Volunteer agrees to immediately report any injury, unsafe condition, or animal concern to event staff.

## **5. Assumption of Risk and Liability Waiver**

The Volunteer knowingly and voluntarily assumes all risks related to participation in Paint & Paws LLC activities.

To the fullest extent permitted by California law, the Volunteer releases and holds harmless Paint & Paws LLC, its owners, officers, staff, volunteers, affiliates, venues, sponsors, and animal handlers from any claims, injuries, damages, losses, or liabilities arising from participation in volunteer activities, except in cases of gross negligence or intentional misconduct.

## **6. Code of Conduct**

The Volunteer agrees to:

- Treat guests, staff, and animals respectfully
- Follow all safety instructions
- Refrain from aggressive, inappropriate, discriminatory, or disruptive behavior
- Not use drugs or alcohol while volunteering
- Maintain appropriate hygiene and cleanliness standards
- Protect the reputation and integrity of Paint & Paws LLC

Paint & Paws LLC reserves the right to remove any volunteer for unsafe or inappropriate behavior.

## **7. Confidentiality**

The Volunteer agrees not to share confidential business information, customer information, event operations, pricing, marketing plans, or private company materials without written permission from Paint & Paws LLC.

## 8. Media Release

The Volunteer grants Paint & Paws LLC permission to use photographs, videos, or recordings taken during events for promotional, marketing, website, and social media purposes without compensation unless otherwise agreed in writing.

## 9. Emergency Medical Authorization

In the event of an emergency, the Volunteer authorizes Paint & Paws LLC to seek emergency medical treatment if necessary. The Volunteer accepts responsibility for any medical expenses incurred.

## 10. Governing Law

This Agreement shall be governed by the laws of the State of California.

## 11. Entire Agreement

This document represents the full agreement between the parties and supersedes any prior verbal or written understandings.

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## Volunteer Information

**Volunteer Name:** \_\_\_\_\_

**Phone Number:** \_\_\_\_\_

**Email Address:** \_\_\_\_\_

**Emergency Contact Name & Number:** \_\_\_\_\_

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## Signature

I have read, understood, and voluntarily agree to the terms of this Volunteer Agreement and Liability Waiver.

**Volunteer Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

If Volunteer is under 18:

**Parent/Guardian Name:** \_\_\_\_\_

**Parent/Guardian Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_