



RedRover Responders Volunteer Code of Conduct

All persons volunteering on behalf of RedRover Responders shall adhere to the following policies:

1. Volunteers shall not abuse or neglect any animals.
2. Volunteers shall follow the rules and procedures as outlined by RedRover during the volunteer training process and as instructed during the deployment process and volunteering period.
3. Volunteers will understand and comply with the Incident Command System (ICS) at all times.
4. Volunteers agree to protect confidential information about deployment invitations, criminal investigations, animals, volunteers and disaster victims.
5. Volunteers agree to withhold from taking any type of photos or videos during deployment unless specifically authorized to do so.
6. Volunteers are expected to be professional, honest, reliable, and compassionate toward humans and animals, and to recognize that they are part of a team effort.
7. Volunteers must involve RedRover staff in requests for assistance, mobilization or deployment.
8. Volunteers shall not solicit donations of any type to personal accounts or for other organizations while they are volunteering with RedRover. All requests for donations must go through the proper chain of command. All donations accepted on RedRover's behalf shall be delivered to a Field Team Leader, who will forward to the RedRover office as soon as possible. Personal gratuities or solicitation for unaffiliated organizations are prohibited.
9. Volunteers shall communicate any changes to their scheduled deployment days/times to the RedRover office and/or the Field Team Leader in a timely manner, and sign in and out daily while deployed.
10. Volunteers must receive consent from a RedRover staff member prior to representing RedRover to the media.
11. Volunteers shall not publish or publicly make any derogatory statements about RedRover, partner organizations or individuals at any time.
12. When representing RedRover, volunteers shall wear the uniform (RedRover Responders t-shirt) designated by RedRover and wear current identification while on site for a response. Volunteers should be as neat and presentable as possible. Volunteers shall only use the RedRover Responders badge while deployed or representing RedRover.
13. Volunteers shall be prepared to accept assignments as directed by the Field Team Leader.
14. Volunteers shall observe all safety rules and regulations and should be familiar with the proper use and operation of all equipment and only perform tasks within trained capabilities. Volunteers shall inform the Field Team Leader of any safety hazards or accidents, including animal bites or scratches.
15. While on duty, volunteers shall not consume, or be under the influence of, any impairing substances including alcohol; or possess, use or sell any illegal drug at any time while deployed.
16. While on deployment with RedRover Responders, firearms and other weapons are prohibited.
17. Volunteers must obey all local laws, ordinances and regulations.
18. Smoking is not permitted while on-duty except in designated areas.
19. Volunteers agree to allow pictures and/or video to be taken and used, without compensation, for the purpose of promotion and publicity related to RedRover and its programs.
20. Volunteers shall follow the rules and guidelines in the RedRover Responders Volunteers Social Media Policy.

RedRover is an at-will agency and has the right to terminate a volunteer with or without cause. Breach of listed code of conduct terms may result in the loss of ability to volunteer for RedRover. RedRover reserves the right to release any volunteer who is in conflict with the goals of RedRover.

Volunteer signature: _____ Date: _____

Volunteer name (print): _____



Indemnity and Hold Harmless Agreement/Release

Whereas, the undersigned has made a voluntary request for permission to participate in a volunteer program with RedRover ;
And whereas, the undersigned acknowledges that the work and activities with RedRover involve possible risk of injury, death, damage, expense, or loss to the person or property;

Now therefore, in consideration of RedRover , a non profit animal advocacy organization and through its programs, cooperating in making available to the undersigned the necessary personnel and use of its equipment when applicable for the aforesaid purpose, the undersigned expressly agrees to and knowingly hereby does assume all risks arising in the course of said activity; specifically agrees he/she and his/her heirs, assigns, designees and legal representation will make no claim against or sue or attach the property of RedRover for injury, death, or damage, and the undersigned voluntarily releases, discharges, and waives any and all claims, actions, or causes of action for personal injury, wrongful death, personal property damage and/or any other loss or harm. The undersigned further will indemnify and hold harmless RedRover , its officers, agents, employees and volunteers from and against any and all claims, loss, damage and liability for injury to the person and/or property of the undersigned and/or wrongful death, including any such claim, loss, damage and liability caused by the negligence of RedRover , its officers, agents, employees and volunteers from and against any and all claims, loss, damage and liability for injury to their person or property of another or others, and/or wrongful death, directly or indirectly caused by the undersigned's malfeasance or misfeasance occurring while participating in a volunteer program with RedRover , or while accompanying and/or assisting an officer, agent, employee or volunteer of said RedRover during the active performance of duties with RedRover or from activity or activities incidental thereto, wherever and however the same may occur.

I intend by this document to exempt, relieve, and release RedRover and its officers, agents and employees from liability for injury or damage caused by negligence or otherwise. I am aware of the possible danger involved in my participation with RedRover activities and hereby agree to accept any and all risks of injury, death or damage.

I hereby grant permission for any representative of RedRover to take whatever steps may be necessary to obtain emergency medical care for me including, but not limited to, (1) attempting to contact my next of kin; (2) attempting to contact my physicians; (3) calling other physicians or paramedics; and (4) taking me to an emergency hospital. In addition, I hereby consent to any medical or surgical treatment and hospital service that may be rendered to me under the instructions of any physician or hospital. It is understood that this consent is given in advance of any specific diagnosis or treatment which may be required, and is given to encourage the RedRover staff, hospital staff and physicians to exercise their best judgment in treating me. I agree that any and all expenses incurred will be borne by me and not RedRover .

WAIVER

As a volunteer for RedRover , I agree that I am not an employee of this organization and am not entitled to workers' compensation benefits. With some exceptions, RedRover ' volunteer insurance provides limited secondary medical coverage for trained and documented volunteers who suffer illness and injury while performing assigned volunteer duties. RedRover volunteer insurance does not provide indemnity when a volunteer has no independent primary medical insurance.

By signing below, volunteer acknowledges that he/she understands and agrees to this Hold Harmless Agreement/Release in its entirety. If volunteer has any questions concerning this Hold Harmless Agreement/Release, he/she should consult with an attorney before executing this document.

Volunteer signature: _____ Date: _____

Volunteer name (print): _____