



Empowering the Masses (ETM) Volunteer Policy Waiver and Release of Liability

Empowering the Masses appreciates your services, and we will do our utmost to ensure that your volunteer experience is rewarding, productive and safe. We are committed to respecting your skills and individual needs within the limitation of these requirements. We ask that you treat each volunteer shift as you would a normal job, and your cooperation in following these guidelines.

1. Follow staff instruction and complete duties as assigned. Ask for help, as needed. Report possible hazards or unsafe activities to staff. Volunteers should arrive promptly and if leaving before the end of a shift must advise staff. Volunteer schedules are provided on a temporary basis and no long-term expectations or agreements exist.
2. Volunteers may be required to submit references. Anyone under the influence of drugs and/or alcohol will not be permitted to volunteer.
3. Wash hands before beginning your shift, after breaks, smoking or returning from the restroom. All Volunteers are always required to wear a mask. Mask must cover nose and mouth.
4. Be safe. Use proper techniques when lifting things, using your legs to push upwards, keeping your back straight and body balanced. Solicit the help of another person to lift objects over 20 pounds. Ask for help if you need assistance.
5. Supplies or food of any kind may not be taken from the program without permission. Unauthorized possession will be considered stealing and will lead to immediate discontinuation of volunteering.
6. Be polite, pleasant, and enthusiastic at all times while working as a representative of our organization. Aggressive or pushy behavior and harassment of any kind is not tolerated by staff or volunteers. Any behavior intended to create discord or restricting volunteers or staff from working will not be tolerated. Report incidents immediately to the Executive Director.
7. 501(c)(3) nonprofit organizations are subject to limits or absolute prohibitions on engaging in political activities and risk loss of status as tax exempt status if violated. As a nonprofit organization we ask that you avoid becoming involved in any political discussions.
8. Youth volunteers under the age of 18 must have guardian permission in order to volunteer. Adult supervision may be required for youth volunteers under the age of 14.
9. All personal belongings, purses, back packs, computers, etc., should be left in your vehicle. Empowering the Masses assumes no responsibility for damage to or loss of personal property of volunteers.

I AGREE TO RELEASE, hold harmless, and indemnify ETM, its divisions, ministries, directors, pastors, elders, officers, staff, employees, volunteer workers, attorneys, agents, representatives, affiliates, successors-in-interest, and assigns (collectively "PROVIDERS") from all liability, in excess of the applicable limits of any insurance providing coverage to Providers, for injury of any kind, loss, damage, death, and property loss and damage that arises out of or results from the activities and events, or during transportation to and from the activities and events, whether foreseen or unforeseen, caused by negligence, or caused by volunteers, including all liability which results from the Negligence of Providers, or any other person or cause. Empowering the Masses understands that the volunteer is accepting full financial and legal responsibility for their actions

I hereby grant Empowering the Masses permission to use my likeness in a photograph in all its publications, including website entries, without payment or any other consideration. I understand and agree that these materials will become the property of the Empowering the Masses and will not be returned. I hereby irrevocably authorize the Empowering the Masses to edit, alter, copy, exhibit, publish or distribute this photo for purposes of publicizing the ETM's programs or for any other lawful purpose. In addition, I waive the right to inspect or approve the finished product including written or electronic copy, wherein my likeness appears. Additionally, I waive any right to royalties or other compensation arising or related to the use of the photograph.

In the event of my injury, while I participate in events and/or activities with which ETM is associated, I authorize any person connected with ETM, to administer first aid, as they deem necessary. I authorize medical and surgical care and transportation to a medical facility or hospital for treatment necessary for the participant's well-being, at my expense.

I hereby hold harmless and release and forever discharge ETM from all claims, demands, and causes of action which I, my heirs, representatives, executors, administrators, or any other persons acting on my behalf or on behalf of my estate have or may have by reason of this authorization. I acknowledge this agreement is governed by the applicable laws of the State of

Texas. If any provision of this agreement is held in whole or in part to be unenforceable for any reason, the remainder of that provision and of the entire agreement will be severable and remain in effect.

I have read and understand my responsibility to follow these rules while I am a volunteer for any ETM activity. Any injuries will be reported immediately to staff. I understand that I will be asked to discontinue volunteering and leave the premises if I do not follow these requirements and show good judgment.

I acknowledge that all information that I have disclosed in this volunteer application is correct and true, and I HAVE READ, I UNDERSTAND, AND VOLUNTARILY AGREE TO THIS MEDIA RELEASE, LIABILITY RELEASE, MEDICAL RELEASE.

Date _____ Print Name _____

Volunteer Signature _____

If volunteer is 18 years of age or under, the parent or guardian must also sign below

Parent or Guardian _____