



Volunteer Waiver of Liability

*Volunteer Release & Medical Authorization Agreement
Assuming Risk Of Injury Or Damage, Waiver and Release of
Claims Indemnity Agreement and Authorization For
Emergency Medical Treatment*

This Release and Waiver of Liability (the "Release") executed on this _____ day of _____ 20_____, by _____ (the "Volunteer") in favor of the City of Norfolk, Virginia Zoological Park (VZP) and the Virginia Zoological Society (VZS).

The Volunteer desires to work as a volunteer for the Virginia Zoo and engage in the activities related to being a volunteer (the "Activities"). The Volunteer understands that the Activities may include serving as Education Support, Program Animal or Animal Services Support, Special Events Volunteer or Horticulture Volunteer.

The Volunteer hereby freely, voluntarily, and without duress executes this Release under the following terms:

Release and Waiver: Volunteer does hereby release and forever discharge and hold harmless the City of Norfolk, Virginia Zoological Park (VZP) and the Virginia Zoological Society (VZS) and assigns from any and all liability, claims, and demands of whatever kind or nature, either in law or in equity, which arise or may hereafter arise from Volunteer's Activities with the Virginia Zoo.

Volunteer understands that this Release discharges the Virginia Zoo from any liability or claim that the Volunteer may have against the Virginia Zoo with respect to any bodily injury, personal injury, illness, death, or property damage that may result from the Volunteer's Activities with the Virginia Zoo, whether caused by the negligence of the Virginia Zoo or its officers, directors, employees, or agents or otherwise.

Volunteer also understands that the Virginia Zoo does not assume any responsibility for or obligation to provide financial assistance or other assistance, including but not limited to medical, health, or disability insurance in the event of injury or illness.

Medical Treatment: Volunteer does hereby release and forever discharge the Virginia Zoo from any claim whatsoever which arises or may hereafter arise on account of any first aid, treatment, or service rendered in connection with the Volunteer's Activities with The Virginia Zoo.

Assumption of the Risk: The Volunteer understands that the Activities include work that may be hazardous to the Volunteer, including, but not limited to lifting, working with animals, working outside loading and unloading, and transportation to and from the work sites. Volunteer hereby expressly and specifically assumes the risk of injury or harm in the Activities and releases the Virginia Zoo from all liability for injury, illness, death, or property damage resulting from the Activities.

Insurance: The Volunteer understands that the Virginia Zoo does not offer health, medical, or disability insurance benefits for any Volunteer. Volunteer Accident Insurance is provided and is a medical insurance policy which covers only accidents involving volunteers on the work site or in other supervised events. Volunteer Accident Insurance pays before the Volunteer's personal insurance

pays. If the Volunteer has no insurance, the Zoo's Volunteer Accident policy pays up to the limits of the coverage.

Each volunteer is encouraged to obtain his or her own medical or health insurance coverage.

Photographic Release: Volunteer does hereby grant and convey unto the Virginia Zoo all rights, title and interest in any and all photographic images/video/audio recordings made by the Virginia Zoo during the Volunteer's Activities with the Virginia Zoo, including, but not limited to, any royalties, proceeds, or other benefits derived from such photographs or recordings.

Other: Volunteer expressly agrees that this Release is intended to be as broad and inclusive as permitted by the laws of the State of Virginia and that this Release shall be governed by and interpreted in accordance with the laws of the State of Virginia. Volunteer agrees that in the event that any clause or provision of this Release shall be held to be invalid by any court of competent jurisdiction, the invalidity of such clause or provision shall not otherwise affect the remaining provisions of this Release which shall continue to be enforceable.

IN WITNESS WHEREOF, Volunteer has executed this Release as of the day and year first above written.

I, as leader of this group, agree that the group members will abide by all applicable City of Norfolk, Virginia Zoological Park (VZP), and Virginia Zoological Society (VZS) rules, policies, and standards governing volunteers. The individuals named on the Group Participant List (attached) will provide services as described above. I have secured permission from the parents of all the volunteers in the group under the age 18. I have emergency contact information for each participant.

