



Pooch Kaboose Inc. Volunteer Commitment Agreement

Purpose of the Agreement:

At Pooch Kaboose Inc., our mission to rescue and rehabilitate dogs relies heavily on the dedication and active participation of our volunteers. As a solely volunteer-run organization, the success of our rescue efforts depends on the consistent involvement of committed individuals who are ready and willing to take on essential tasks. It is important to distinguish between active and inactive volunteers to ensure that our resources, communications, and opportunities are allocated effectively to those actively contributing to our cause.

Importance of Active Participation:

Active volunteers are the backbone of our organization, directly impacting our ability to rescue, care for, and find loving homes for dogs in need. Without regular and reliable volunteer participation, our operations would suffer, and our mission would be at risk. By ensuring that all volunteers are consistently involved, we can better plan and execute our rescue activities, maintain a stable and supportive environment for the animals, and foster a strong sense of community and teamwork within our organization.

Volunteer Commitment Requirements:

To remain an active volunteer with Pooch Kaboose Inc., we require that all volunteers sign up for and complete a minimum of **two (2) volunteer shifts per month**. This commitment is essential to our operational needs and helps ensure that our rescue efforts run smoothly and effectively.

Agreement Terms:

1. **Commitment:** As a volunteer of Pooch Kaboose Inc., I understand that I am required to sign up for and complete at least two (2) volunteer shifts per month to maintain active volunteer status.
2. **Communication:** I understand that failure to fulfill this requirement will result in my removal from Pooch Kaboose's volunteer communications and activities.
3. **Acknowledgment:** I acknowledge the importance of my role as an active volunteer and commit to fulfilling the responsibilities outlined in this agreement.

Signature Section:

Volunteer Name (Printed): _____

Volunteer Signature: _____

Date: _____

Thank you for your dedication and commitment to helping us make a difference in the lives of dogs in need. Together, we can continue to save lives and provide a brighter future for our furry friends.

This agreement helps ensure that Pooch Kaboose Inc. can rely on a dedicated team of volunteers to carry out its mission, enabling the organization to operate smoothly and effectively.

Pooch Kaboose Volunteer Application

Please Print

First Name _____ Last Name _____

Address _____ City _____ State _____ Zip _____

Date of Birth _____ Spouse/Parent (if under 18) _____

Phone _____

Email Address _____

Physical Limitations No ___ Yes (Please Explain) _____

Occupation _____

List previous volunteer experience

1. _____

2. _____

Volunteer Availability (Check all applicable)

MON: AM ☐ PM ☐ TUE: AM ☐ PM ☐ WED: AM ☐ PM ☐ THU: AM ☐ PM ☐ FRI: AM ☐ PM ☐ SAT: AM ☐ PM ☐ SUN: AM ☐ PM ☐

In case of emergency notify:

First Name _____ Last Name _____

Address _____ City _____ State _____ Zip _____

Phone _____

Volunteer hereby agrees to serve any client regardless of race, sex, creed, national origin:

Volunteer Signature

Staff Signature

Date _____

Date _____



CODE OF CONDUCT

I agree to conduct myself in a professional manner while participating in volunteer activities at Pooch Kaboose ("PK") or otherwise representing PK, including social media, and to adhere to the following code of conduct:

- I will treat the PK animals with compassion and tenderness. No mistreatment of the animals will be tolerated.
- I will treat potential adopters, volunteers, staff, and the visiting public with respect and courtesy. I will not speak disrespectfully of shelter patrons, other volunteers, shelter management, staff, the PK board, other shelters, or animal control agencies while representing PK.
- I will follow all rules and obey all boundaries and instructions set forth by PK Management and staff while at the shelter, including volunteer shift procedures of feeding dogs in crates, not allowing them to run, walk or play freely off leash outside of the specified playroom area or while representing PK at off-site or public events.
- Except in the case of an emergency, I will refrain from removing or moving any animals or equipment from the PK premises without prior consent from PK shelter staff or PK management.
- Each time I come to the shelter to volunteer, I will follow the structured routine that will be shown and explained.
- Upon leaving my volunteer shift I will sign the PK Volunteer Sign-out Log.
- I will respect the independence and authority of volunteers serving on a particular team. I will not interfere or otherwise undermine another volunteer or staff member's work.
- I will refrain from spreading inappropriate or false information respecting the shelter to fellow volunteers, staff, or the public.
- I will immediately report to PK senior management any serious misconduct, inappropriate behavior, or allegations of financial or other malfeasance respecting the shelter.
- I will report all incidents, injuries, animal bites, fire, theft, or unusual incidents occurring at the shelter to PK management immediately after discovery.
- I will treat PK facilities and equipment with respect and care. I will not tamper with computers, safety measures or devices such as fire alarms or extinguishers, exit signs, emergency phone systems, smoke or heat detectors, security systems, and locked exterior doors.
- I will deal fairly with PK & Kazoodles colleagues, staff members, visitors, volunteers, etc., without regard to their gender, race, ethnicity, religion, creed, age, sexual orientation, marital status, national origin, ancestry, citizenship, military status, veteran status, handicap, or disability.
- I will refrain from bringing onto PK & Kazoodles property any dangerous materials such as explosives, firearms, weapons, or other similar items.
- I will refrain from any handling or care of PK animals while under the influence of alcohol, narcotics, or any other intoxicating substance.
- I understand that any violation of any of this code of conducts will result in my inability to remain as a Pooch Kaboose rescue volunteer.

Signature: _____ Date _____

Staff: _____ Date _____

VOLUNTEER
RELEASE OF LIABILITY, WAIVER OF CLAIMS, ASSUMPTION OF RISK
INFORMED CONSENT, RISK ACKNOWLEDGMENT
AND INDEMNITY AGREEMENT

(completed by each volunteer)

PLEASE READ CAREFULLY

Volunteer Understands That by Signing this Agreement Volunteer is Waiving Certain
Legal Rights, Including the Right to Sue

Volunteer Personal Information:

Name _____
Address _____ City _____ State _____
Phone Number _____ Cell Number _____
E-Mail Address _____

This Volunteer Release of Liability, Waiver of Claims, Assumption of Risk Informed
Consent, Risk Acknowledgment and Indemnity Agreement made this _____ day of

_____, 20____, by and between Pooch Kaboose, Inc

Hereinafter referred to as PK, provides that I, _____

in consideration for receiving permission to volunteer my services in an effort to increase the welfare and likelihood of permanent placement for PK dogs needing adoption, release, waive, discharge, and covenant not to sue PK including, but not limited to, its Board of Directors, Officers, servants, agents and volunteers (hereinafter referred to as "Releases") from any and all liability claims, demands, actions and causes of action whatsoever arising out of or related to any loss, damage, or injury, including death, that may be sustained by my, or to any property belonging to me, whether caused by the negligence of the Releases or otherwise, while participating in such activity, or while in, on, or upon the premises where the activity is being conducted.

I am fully aware of any risks or hazards connected with any activity, and I elect to voluntarily participate in the activity, and to engage in such activity knowing that the activity may be hazardous to my property and to me. I further understand that there are inherent risks in working

with dogs, including, but not limited to, bites, scratches, accidents, (e.g., being dragged or knocked down, tripping over a leash,) potential transmission of zoonoses, (e.g., salmonella, campylobacter), infection, (e.g., staphylococcus), dermatoses, (e.g., sarcoptic mange), internal, (e.g., worms), or external (e.g., fleas, ticks) parasites or other diseases, transmission of which may be aerosol, through direct contact with a dog, its bodily fluids, feces, bedding, etc., the consequences of which, to me, may range from mild to severe. PK provides immediate, ongoing, and complete veterinary care for its dogs, including vaccinations, treatment for zoonoses, including dermatoses & parasites, and does its best to evaluate both dogs and volunteers, matching them according to the dogs' requirements and volunteers' abilities. However, it must be recognized that a dog's entire stay with PK is an ongoing evaluation process. It must also be recognized that dogs are living creatures, and may exhibit a variety of behaviors at different times in the same or different circumstances.

I hereby state that the foregoing has been clearly explained to me, I've been encouraged to ask questions and have received the answers to those questions. I will continue to ask questions and receive instruction throughout my tenure as a volunteer. In consideration for receiving permission to volunteer my services in an effort to increase the welfare and likelihood of permanent placement for PK dogs needing adoption, I expressly state, understand, and agree that I assume all risk arising from any and all activities and interactions with or on behalf of PK and/or all dogs in, entering into, or leaving its care and/or custody.

I voluntarily assume full responsibility for any risks of loss, property damage or personal injury, whether physical or emotional, including death, that may be sustained by me, or any loss of damage to property owned by me, as a result of being engaged in such an activity, whether caused by the negligence of the Releases or otherwise. I understand that PK makes no representations or warranties, express or implied, regarding any of the dogs with which I may work or otherwise come into contact. I understand that I may make no representations or warranties, express or implied, on neither behalf of PK nor contract or otherwise bind PK. Should I do so, I understand that I will be personally liable for any claims or damages arising from same, and restate my intention to hold Releases harmless and indemnify them from any such claims or damages.

I further agree to indemnify and hold harmless the Releases from any loss, liability, damage or costs, including court costs and attorneys fees, that they may incur due to my participation in the activity, whether caused by negligence of the Releases or otherwise.

I further agree to indemnify and hold harmless the Releasees from any and all liability for any damage to the property of, or personal injury to, any third party caused by a PK dog.

It is my express intent that this Volunteer Release of Liability, Waiver of Claims, Assumption of Risk Informed Consent, Risk Acknowledgment and Indemnity Agreement shall bind myself and the members of my family and spouse, if I am alive, and my heirs and assigns,

executors and administrators, and personal representative, if I am deceased, shall forever waive and release all claims for damages whatsoever against PK and shall be deemed as a release, waiver, discharge, and covenant not to sue the Releasees.

I expressly agree that this **Volunteer Release of Liability, Waiver of Claims, Assumption of Risk Informed Consent, Risk Acknowledgment and Indemnity Agreement**, is intended to be as broad and inclusive as permitted by the laws of the State of PA, and if any portion of this agreement is held to be invalid, the balance shall, notwithstanding, continue in full legal force and effect.

As a volunteer for PK, I agree to provide my own automobile and health insurance at all times.

As a volunteer, I give my full permission for the use of my name, photographic, or video- taped likeness, to be used in any manner authorized by PK.

This **Volunteer Release of Liability, Wavier of Claims, Assumption of Risk Informed Consent, Risk Acknowledgment and Indemnity Agreement** shall be governed by and construed in accordance with the laws of the State of PA.

In signing this Release, I acknowledge and represent that I have read the above **Volunteer Release of Liability, Waiver of Claims, Assumption of Risk Informed Consent, Risk Acknowledgment and Indemnity Agreement**, understand it, and sign it voluntarily as my own free act and deed; no oral presentations, statements, or inducements, apart from the foregoing written agreement, have been made; I am at least eighteen years of age and fully competent, and I execute this Release for full, adequate and complete consideration, fully intending to be bound by same.

Volunteer's Signature

Print Name