



Release and Waiver of Liability

PLEASE READ CAREFULLY. THIS IS A LEGAL DOCUMENT THAT AFFECTS YOUR LEGAL RIGHTS.

This Release and Waiver of Liability executed on this ____ day of _____ 2015, by _____ (the Volunteer) in favor of Habitat for Humanity International, Inc., a nonprofit corporation, and Pensacola Habitat for Humanity, a Florida nonprofit corporation, their directors, officers, employees and agents (collectively, Habitat).

The Volunteer desires to work as a volunteer for Habitat and engage in the activities related to being a volunteer. The Volunteer understands that the activities may include construction of residential buildings, working in the Habitat office, or working in the ReStore. 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 Habitat and its successors 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 the Volunteer's activities with Habitat.

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

Assumption of the Risk. The Volunteer understands that the activities involve work that may be hazardous to the Volunteer, including, but not limited to, construction, 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 Habitat from all liability for injury, illness, death, or property damage resulting from the activities.

Insurance. The Volunteer understands that, except as otherwise agreed to by Habitat in writing, Habitat does not carry or maintain health, medical, or disability insurance coverage for any Volunteer.

EACH VOLUNTEER IS EXPECTED AND ENCOURAGED TO OBTAIN HIS OR HER OWN MEDICAL OR HEALTH INSURANCE COVERAGE.

Photographic Release. Volunteer does hereby grant and convey unto Habitat all right, title, and interest in any and all photographic images and video or audio recordings made by Habitat during the Volunteer's activities with Habitat, 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 Florida, and that this release shall be governed by and interpreted in accordance with the laws of the State of Florida. Volunteer agrees that in the event that any clause or provision of this release shall be held to be invalid by any court 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.

The below on-site dress code will be enforced at all PHFH job sites. This code has been compiled by PHFH, HFHI and OSHA standards.

1. Shoes – Closed toe shoes only. Work boots are preferred but thick soled tennis shoes will be allowed. Please make sure that tennis shoes have a solid grip on the sole.
2. Pants/Shorts – Pants and/or shorts must not be tight fitting. Shorts are allowed but must be no higher than mid-thigh. No mini shorts allowed. Undergarments must be covered.
3. No skirts and dresses allowed.
4. Long sleeve, short sleeve and t-shirts are allowed. No sleeveless shirts, inclusive of tank tops, tube tops, spaghetti string tops, sport bras and halter tops are allowed. No suggestive or profanity sayings are allowed on any shirt. Fishnet and sheer shirts of any kind are not allowed. Skin must not be exposed in the torso area.
5. Any form of clothing that is tight fitting and/or suggestive is not allowed.
6. Jewelry – Dangling and bulky jewelry of any type is not allowed.

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

VOLUNTEER: _____

ADDRESS: _____ PHONE: _____

WITNESS: _____