



Wildlife Care Association Volunteer Agreement and Waivers

Version 2025

Waiver of Liability & Agreement of Understanding

I commit to read and abide by the following:

- I understand that wildlife rehabilitation can be dangerous and involves exposure to potentially serious or life-threatening injury or illness. This waiver and agreement to hold harmless applies to any and all activities involving Wildlife Care Association (WCA), and its officers, employees, and volunteers, and waives any claim against WCA, and any and all individual officer, employee, and volunteer thereof, for actions including but not limited to caring for and handling animals, any act of transport, meeting, animal care, personal transportation, fundraising, social events, or any other activity connected with WCA. I VOLUNTARILY AND WITHOUT COMPENSATION AGREE TO ACCEPT ANY AND ALL RISK OF ACCIDENT, ILLNESS, OR DEATH INVOLVED IN WILDLIFE REAHBILITATION, OR ANY OTHER ACTIVITY OF THE WILDLIFE CARE ASSOCIATION (WCA), AND AGREE TO WAIVE LIABILITY AGAINST, AND HOLD HARMLESS, WCA, AND ANY AND ALL OF ITS OFFICERES, EMPLOYEES, AND VOLUTNEERS, THEREFORE.
- I acknowledge and adhere to the CDC guidelines with regards to the COVID-19 pandemic to ensure the health-safety both at and away from WCA. Follow all safety protocols and practices implemented by WCA to prevent the spread of COVID-19 and other contagious illnesses. I understand I am volunteering my time at my own health risk, and certify that I am not experiencing any symptoms or have been in contact with someone experiencing symptoms prior to volunteering
- I understand that vaccinations are available to me, which may minimize or eliminate the risk involved in handling animals. If I desire such protection I agree to, at my own expense, obtain appropriate vaccinations for rabies and other diseases that may be carried by wild animals. I further agree that, if I do not obtain appropriate vaccination, I assume any and all risk that relate to handling animals without having obtained such vaccinations
- I have received, read in full, and agree to abide by in their entirety the Memorandum of Understanding between WCA and the California Department of Fish and Wildlife, and the Wildlife Rehabilitation permit issued by the California Department of Fish and Wildlife and U.S. Fish and Wildlife Services. I understand and agree that supervisory staff or the Board of Directors of WCA shall make the ultimate decision regarding disposition of any animal referred by them to me for any purpose, and I agree to abide by that decision and waive any proprietary interest in said animal.
- I agree that, should I fail to abide by any terms of this Waiver and Agreement, or any directive given to me by the Board of Directors of WCA and its delegates, said Board may, immediately and without notice to me, take any action they believe appropriate under the circumstances, including but not limited to immediate termination without notice of my volunteer and/or rehabilitation rights under this agreement, immediate communication of such termination to any affected agency or entity, and termination of my volunteer status at WCA. I expressly agree to waive any claim I may have should such action occur.

I confirm I have read the entire waiver and agreement before signing and agree to abide by all provisions herein.



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Communications & Social Media Agreement

The Wildlife Care Association's (WCA) release and communications of information is carefully coordinated and timed based on the needs of the organization. In addition, staff and volunteers have a shared responsibility to monitor the information we release on the internet, including images, videos, and text.

WCA respects the right of staff and volunteers to express themselves as long as they do not jeopardize or harm the reputation or business of the organization. What you say, write, and post is a direct reflection of you and WCA and may very well help or cause damage to your or WCA's reputation.

Communication Guidelines:

- All reporters and media representatives who solicit WCA information, on or off the record, are to be directed to the Animal Care Manager.
- WCA staff and volunteers have access to areas not open to the public and are NOT permitted to take videos and images in these areas WITHOUT the express consent of management. These may NOT be posted publicly without the direct consent of the Animal Care Manager. This includes but is not limited to posting on social media, sharing with others, sending to a media outlet, etc.
- WCA's volunteers and staff are NOT permitted to share or post photos of animals in care, nor of the facility, without express permission from the Animal Care Manager. Discussion of internal WCA business or any confidential or sensitive issues are prohibited at all times, including print or electronic media. This includes, but is not limited to, animal conditions, illnesses, finance, personnel, donor information, and husbandry issues. This is because even well-meaning comments can inadvertently cause damage to WCA, as the receiving parties may mistakenly assume the message represents official WCA policy, or the message contains a complete set of facts about a situation at WCA.
- Do not use racial or other slurs, personal insults, obscenity, threats, or engage in conduct that would not be acceptable in a workplace.
- WCA logos may not be used without the consent of the management.
- If you would like to share a story, photo or opportunity, please connect with management or the social media so it can be shared in an official capacity, in which case volunteers and staff are welcome to share it further.



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Communications & Social Media Agreement Cont.

Social Media Guidelines:

- Be respectful to the organization, staff, partners, and volunteers
- Respect the organization's confidentiality and proprietary information
- Comply with all other organizational policies, agreements, or verbal guidance, including those on the topics of ethics, code of conduct, confidentiality, photography/videography, and discrimination/harassment
- Employees and volunteers are encouraged to re-post posts and social media content that originates from the WCA official pages, as well as like and share WCA's officially release content. When appropriate, make it clear that the views expressed in the post are yours alone and do not necessarily represent the view of WCA
- Understand when a member of management asks that topics not be discussed for confidentiality or legal compliance reasons; understand that WCA logos may not be used without consent from management or the Board of Directors
- Employees and volunteers are NOT permitted to post on WCA's behalf without explicit permission from the Board of Directors or management.
- Ask management if you have questions about what is appropriate to include in your social media post, blog, photo, or video.

By signing below, I agree to abide by WCA's communication and social media agreement, and I understand that failure to do so may result in loss of privileges or removal from WCA.

Photo & Video Release

- By signing below, I acknowledge my photo may be taken and used while performing volunteer duties at WCA. I hereby authorize WCA to use, reproduce, and/or publish photographs and/or video that may pertain to me – including my image, likeness, and/or voice without compensation. I understand this material may be used in various publications, public affairs releases, recruitment materials, broadcast public service advertising (PSA's), multimedia exhibits, or for other related endeavors. This material may also appear on the WCA webpage and/or social media accounts



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Agreement & Signatures

I agree that I have read, understand, and agree to the following:

- Waiver of Liability & Agreement of Understanding
- Communication & Social Media Agreement
- Photo and Video Release

Signature

Printed Name

Date

Signature of Guardian (If Applicable)

Printed Name of Guardian (If Applicable)

Date



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Memorandum of Understanding Agreement

I, _____, hereby certify that I have read and understand the terms and conditions set forth in the Memorandum of Understanding between the California Department of Fish and Wildlife, and Wildlife Care Association and Education Center. I further understand that failure to comply with said terms and conditions could result in the revocation of my wildlife rehabilitation or volunteer services.

Signature

Signature of Guardian (If applicable)

Date