



# Habitat for Humanity Detroit

14325 Jane Street, Detroit, MI 48205

## Volunteer Release & Waiver of Liability *Please read carefully! This is a legal document, which affects your legal rights!*

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

### 1. WAIVER AND RELEASE

The Volunteer has decided without duress to work as a volunteer for Habitat for Humanity Detroit, Inc. ("Habitat") and engage in the activities related to being a volunteer. Volunteer does hereby release and forever discharge and hold harmless Habitat, its affiliated organizations and its successors and assigns from any and all liability, claims and demands of whatever kind of nature, either in law or in equity, which arises or may hereafter arise from the Volunteer's work for 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 Volunteer's work for Habitat whether caused by the negligence of Habitat or its affiliated organizations, officers, directors, employees, agents or otherwise. Volunteer also understands that, except as Habitat has disclosed in writing, 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.

### 2. 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 work for Habitat.

### 3. ASSUMPTION OF THE RISK

The Volunteer understands that Habitat's work may consist of activities that could be hazardous to the Volunteer including construction & rehabilitation of residential dwellings, deconstruction, NRI Weatherization Program activities ("A Brush With Kindness" & "Critical Home Repair" project work on Habitat & non-Habitat owned homes), working at the Habitat ReStore or Main Office, traveling to & from work site locations, etc. The Volunteer also understands that the food, accommodations and medical facilities may be donated to Habitat and beyond the control of Habitat. Volunteer hereby expressly and specifically assumes the risk of injury or harm in these activities and releases Habitat from all liability for injury, illness, death or property damage resulting from the activities of the Volunteer's work for Habitat.

### 4. INSURANCE

Habitat does not carry or maintain, and expressly disclaims responsibility for providing any special health, medical or disability insurance coverage for the Volunteer. EACH VOLUNTEER IS EXPECTED AND ENCOURAGED TO ARRIVE WITH MEDICAL OR HEALTH INSURANCE COVERAGE IN EFFECT.

### 5. PHOTOGRAPHIC RELEASE

Volunteer does hereby grant and convey unto Habitat all rights, title and interests in any and all photographic images, videos, or audio recordings made by Habitat while performing Habitat's work, including, but not limited to, any royalties, proceeds or other benefits derived from such photographs or recordings.

### 6. AGE RESTRICTIONS

**Volunteers must be at least 16 years old to participate at an active construction site.** Volunteers ages 14 and 15 can only assist with non-construction tasks. Volunteers ages 14 - 17 years old agree not to use any power tools or work from heights (on a roof or on scaffolding) on the construction site. Adult supervisors accompanying 14 - 17 year old persons assume responsibility of compliance.

### 7. SAFETY REMINDERS

Volunteer has read the Construction Safety Reminders given with this Waiver of Liability form prior to volunteering on the construction site. (see back)

### 8. OTHER

Volunteer understands that it is inappropriate behavior to report for volunteer assignments intoxicated or under the influence of prescribed or illegal drugs. Volunteer will be asked to leave the worksite for such inappropriate behavior. Alcohol and non-prescribed drugs are not permitted on any Habitat Detroit property site. It is a violation of our drug-free policy to use, possess, sell, trade, and/or offer for sale alcohol, illegal drugs or intoxicants.

Volunteer expressly agrees that this Release is intended to be as broad and inclusive as permitted by the laws of the State of Michigan, and that this Release shall be governed by and interpreted in accordance with the laws of the State of Michigan. Volunteer agrees that in the event that any clause or provision of this Release shall be held to be invalid by a 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.

\_\_\_\_\_  
Printed Name of Volunteer

Date \_\_\_\_\_ to Date December 31, 2015

\_\_\_\_\_  
Signature of Volunteer

Date \_\_\_\_\_ to Date December 31, 2015

\_\_\_\_\_  
Signature of Parent/Guardian  
(Required if volunteer is 14 - 17 years of age)

Date \_\_\_\_\_ to Date December 31, 2015

GROUP NAME: \_\_\_\_\_

### VOLUNTEER OATH OF CONFIDENTIALITY

*This should be read and signed by all volunteers before his or her placement begins. The principle of confidentiality requires that information about staff, volunteers and clients be protected from unauthorized disclosures.*

I, \_\_\_\_\_, hereby undertake as part of my volunteer role at HFH Detroit, to keep in strict confidence any information concerning HFH Detroit staff, other volunteers or clients that I may have knowledge of. I will not engage in discussions about HFH Detroit clients, staff or other volunteers outside the auspices of the HFH Detroit Affiliate, except as required for the appropriate conduct of business.

I understand that I will have access to protected HFH Detroit company information including websites, databases, etc. I will use all HFH Detroit company resources in a professional and ethical manner to assist in the performance of my assigned tasks.

I will never remove any confidential written, electronic or verbal material or information of any kind from the premises of the HFH Detroit Affiliate, unless under express instruction from my supervisor to do so. I recognize that failure to comply with these regulations may result in termination of my volunteer role.

I have read and understand the policy on confidentiality.

Volunteer \_\_\_\_\_

Witness \_\_\_\_\_

Date \_\_\_\_\_

Date \_\_\_\_\_



**Construction Site Safety Reminders**

***Personal Safety***

Equipment Provided by HFHD:

- Hard Hats
- Gloves
- Hearing Protection
- Safety Glasses

Volunteer-Provided Equipment:

- Steel-toe boots
- Prescription safety glasses when needed

Your Vehicle and Personal Belongings:

- Store items such as tools, purses, etc. out of view in your vehicle's trunk prior to arriving at the construction site.
- Park your vehicle in a safe area off the street near the work site to which you are assigned.
- Traffic on the street moves fast. Be careful when walking into the street.

***General Site Safety***

- Uneven ground
- Don't walk backward
- Two-person carry

***Ladder Safety***

A-Frame Ladders:

- Firmly plant all four feet on the ground
- Do not step above second-to last step
- Do not overreach
- Have someone steady the ladder

Extension Ladders:

- Firmly plant both feet on the ground
- OSHA's 4:1 ratio
- Have someone steady the base of the ladder
- Ladder should extend at least three (3) feet above the landing surface

***Tool Safety***

- Power tools
- Hand tools (Safety Glasses)
- Always ask first: If you have not operated a particular tool before, ask to be shown how to use it properly.

***Heavy Equipment Safety***

- Keeping clear of construction equipment
- What Habitat equipment can volunteers operate?

***Lifting and carrying heavy objects***

- Lift with your knees
- Do not try to do too much

***Staying Hydrated***

- Drink plenty of water!
- You may be asked to take a break, if you look flushed or disoriented

**CONSTRUCTION SITE SAFETY ADDENDUM**

HFHD strives to make your volunteer experience both enjoyable and rewarding. Following the guidelines below will help to ensure everyone has a safe and meaningful experience.

- Work in groups of at least two
- Use the Buddy System. Always take someone with you when you return to the yard to get tools or materials, walk to the restroom, etc.
- Never leave the jobsite alone. Always take someone with you
- Be alert and aware. If you see something that doesn't look right, notify your Crew Leader immediately
- Let your Crew Leader know if you need to leave early for any reason
- Make sure you sign out when you leave