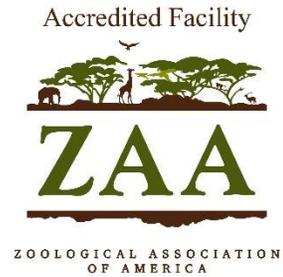




General Volunteer Application and Release of Liability



Thank you for your interest in volunteering at Mill Mountain Zoo! Volunteering provides a valuable opportunity for us to share our work and conservation efforts with you while allowing you to make a meaningful impact. **Volunteers must be 16 years of age or older.**

(Please Print)

Mr. Miss Mrs. Ms. Dr.

NAME _____

PREFERRED NAME _____

Home Address _____

City _____ State _____ Zip _____

Email _____

Phone _____ Birthdate _____

Are You a Zoo Member? YES NO If yes, Patron ID # _____

EMPLOYMENT

Occupation _____

Employer _____

Business Address _____

Skills and Special Interests _____

In case of emergency, please notify:

Name _____ Relationship _____

Phone (Home/Cell) _____ Work _____

Please list all allergies and/or current medications (i.e. bees, blood sugar, etc.)

Have you had experience working with animals in other organizations? *(Please describe)*

Do you have any special needs? If so, please list so we may assist you.

ADDITIONAL INFORMATION: *(If yes to any of the below questions, please explain below)*

- Have you ever been charged with child neglect or abuse? YES NO
- Have you ever been charged with animal neglect or abuse? YES NO
- Other than the above, is there any fact or circumstance involving your background that would call into question your being entrusted with animals or children? YES NO

TYPES OF VOLUNTEER OPPORTUNITIES AVAILABLE

(job duties will be explained in detail during the interview) Please check one or more areas that interest you.

- Guest Experience
- Education
- Keeper Aide (commitment minimum of 50 hours)
- Docent/Giving scheduled Animal Chats to guests
- Maintenance/Construction
- Other interests: _____

DESIRED SCHEDULE Please check the days you will be available to volunteer

- Sunday
- Monday
- Tuesday
- Wednesday
- Thursday
- Friday
- Saturday

Please list some dates over the next 2 months that you are available _____

I UNDERSTAND THAT:

- a. I hereby release and agree to hold harmless from liability any person or organization that provides information. I also agree to hold harmless the Mill Mountain Zoo, employees, and volunteers thereof.
- b. In signing this application, I have read the attached information and applied to volunteer with the Mill Mountain Zoo. I agree to adhere to the rules and regulations of the Mill Mountain Zoo. I affirm that the information I have given on this form is true and correct.

Signature _____ Date _____

If you are under the age of 18, please provide the Parent/Guardian information below:

NAME _____

Home Address _____

City _____ State _____ Zip _____

Email _____

Phone _____

Are You a Zoo Member? YES NO If yes, Patron ID # _____

Please Read and Initial

In exchange for and in consideration of being allowed to enter the Mill Mountain Zoo’s property to participate in volunteer activities, I acknowledge and agree to the following:

- _____ I am only to take part in duties for which I have been instructed and will only enter areas I have been given clear permission to be in.
- _____ I will not enter restricted areas unless accompanied by a staff member or given clear permission to do so.
- _____ I will maintain, at minimum, a 10-foot distance from any animal enclosure when working in non-guest areas.
- _____ I will not breach the boundaries of any animal enclosure, nor will I attempt to touch an animal without clear permission to interact with said animal and only under the supervision of an animal department keeper.
- _____ I will not take any photos and/or videos of zoo animals, areas, or property from areas outside of guest areas unless given clear permission to do so. Any photos and/or videos taken with permission from non-guest areas will be for personal use only and will not be shared on any social media formats.
- _____ I will not smoke or vape on zoo grounds.
- _____ I will not volunteer at the zoo under the influence of alcohol or illegal drugs.
- _____ I will alert my supervisor before I leave grounds.
- _____ I will not show up to the zoo unannounced to volunteer; I will show up on the date and time that my volunteer contact person has advised me of.
- _____ I will always have a radio on my person while working and will return the radio before leaving zoo grounds.
- _____ I understand the risks and dangers involved with being a Volunteer for the Mill Mountain Zoo in the heat, cold, and mountainous terrain, and I expressly assume the risk of injury or death, whether foreseen or unforeseen.
- _____ I hereby release and hold harmless the Mill Mountain Zoo and all its officers, agents, and employees from any and all claims, demands, and liabilities to me on account of any and all injuries, losses, and damages to my person or property, or death arising out of or related to participation in its volunteer opportunities.
- _____ I give my consent to Mill Mountain Zoo to photograph, film, or otherwise record my appearance, voice, statements, and activities, and for use, in whole or in part, by Mill Mountain Zoo without restriction or limitation in and/or through any and all media formats now existing, or hereafter developed. Mill Mountain Zoo, in its sole discretion, may identify me by name in connection with the use of my image and the promotion and advertising of the same.

I, _____, hereby agree to the foregoing.

Signature _____ Date _____

Zoo Staff Supervisor Signature _____ Date _____
Volunteer Coordinator

Release of Liability

Read Carefully – This Affects Your Legal Rights

In exchange for participation in the activity of Volunteering at Mill Mountain Zoo, organized by Blue Ridge Zoological Society of Virginia, Inc. d/b/a Mill Mountain Zoo, of Mill Mountain Spur, Post Office Box 8159, Roanoke, Virginia 24014, I, _____, of (Address) _____, acknowledge that I have voluntarily applied to participate in the volunteer program at Mill Mountain Zoo and agree for myself and for the members of my family, to the following:

- 1. Agreement To Follow Directions.** I agree to observe and obey all posted rules and warnings, and further agree to follow any oral instructions or directions given by Blue Ridge Zoological Society of Virginia, Inc. d/b/a Mill Mountain Zoo, or the employees, representatives, or agents of Blue Ridge Zoological Society of Virginia, Inc. d/b/a Mill Mountain Zoo.
- 2. Assumption of the Risks and Release.** I understand that my participation involves working around live animals, engaging in physical activities, and being present in an outdoor environment that may pose inherent risks, including but not limited to injury, illness, death or property damage.
- 3. Indemnification.** By signing below, I hereby release, waive, and discharge Blue Ridge Zoological Society of Virginia, Inc. d/b/a Mill Mountain Zoo, its officers, directors, employees, agents, and affiliates (collectively, “Released Parties”) from any and all liability, claims, demands, actions, or causes of action arising out of or related to any injury, illness, loss, or damage I may suffer while participating in volunteer activities, whether caused by negligence or otherwise.
- 4. Fees.** I agree to pay for all damages to the facilities of Blue Ridge Zoological Society, Inc. d/b/a Mill Mountain Zoo caused by negligent, reckless, or willful actions by me.
- 5. Applicable Law.** Any legal or equitable claim that may arise from participation in the above shall be resolved under Virginia law.
- 6. No Duress.** I agree and acknowledge that I am under no pressure or duress to sign this agreement and that I have been given a reasonable opportunity to review it before signing. I further agree and acknowledge that I am free to have my own legal counsel review this agreement if I so desire. I further acknowledge that I have had the opportunity to ask questions regarding this Release of Liability and the associated volunteer agreement and that I sign this document knowingly and voluntarily.
- 7. Incorporation of Volunteer Application.** Furthermore, I understand and agree that this Release of Liability expressly incorporates and includes all sections of the volunteer application where I have initialed, acknowledging my understanding of and agreement to the terms outlined therein. By signing this document, I affirm that I have read, understood, and voluntarily agreed to all such statements in the application, including but not limited to policies on safety, conduct, confidentiality, and commitment expectations.

8. Enforceability. The invalidity or unenforceability of any provision of this agreement, whether standing alone or as applied to a particular occurrence or circumstance, shall not affect the validity or enforceability of any other provision of this agreement or of any other applications of such provision, as the case may be. Such invalid or unenforceable provision shall be deemed not to be a part of this agreement.

9. Dispute Resolution. The parties will attempt to resolve any dispute arising out of or relating to this agreement through friendly negotiations among the parties. If the matter is not resolved by negotiation, the parties will resolve the dispute using the below Alternative Dispute Resolution (ADR) procedure:

Any controversies or disputes arising out of or relating to this agreement will be submitted to mediation in accordance with any statutory rules of mediation. If mediation does not successfully resolve the dispute, then the parties may proceed to seek an alternative form of resolution in accordance with any other rights and remedies afforded to them by law.

10. Emergency Contact. In case of an emergency, please call _____
(Relationship: _____) at _____
(Day Phone #) or _____ (Evening Phone #).

I HAVE READ THIS DOCUMENT AND UNDERSTAND IT. I FURTHER UNDERSTAND THAT BY SIGNING THIS RELEASE, I VOLUNTARILY SURRENDER CERTAIN LEGAL RIGHTS.

Signature _____ Date _____

*Please return this Application and Release of Liability to: **Volunteer Coordinator** via email to volunteers@mmzoo.org or via U.S. Mail to:*

**Mill Mountain Zoo
Attn: Volunteer Coordinator
Post Office Box 8159
Roanoke, Virginia 24014**

Please allow 3-4 weeks for processing if sent via email; longer processing times can be expected if sent via U.S. Mail. Please direct any questions to (540) 343-3241, Option 5 (Volunteer).

FOR OFFICE USE ONLY:

Volunteer Application Reviewed by Volunteer Coordinator Yes No

Approved for Volunteering by Volunteer Coordinator Date _____

Volunteer Date: _____ Entered on Zoo Calendar Yes No

Patron ID # _____