**Volunteer Agreement**

By signing the Volunteer Code of Ethics, I hereby accept a position as a Volunteer with Back Street Kittens, Inc. upon the following terms, conditions and undertakings:

Terms and Conditions

My services to Back Street Kittens, Inc. are provided strictly in a voluntary capacity as a Volunteer, and without any express or implied promise of salary, compensation, or other payment of any kind whatsoever.  
My services are furnished without any employment-type benefits, including employment insurance programs, worker’s compensation accrual in any form, vacations or sick time.  
I will familiarize myself with and abide by Back Street Kittens, Inc.’ policies, procedures and Volunteer Code of Ethics. I understand that Back Street Kittens, Inc. expects high standards of moral and ethical treatment of animals under its care. In my capacity as a Volunteer, I agree to strictly adhere to all of these standards.  
I understand that Back Street Kittens, Inc., without notice or hearing, may terminate my services as a Volunteer at any time, with or without reason.

Release

I understand that the handling of feral kittens and other volunteer activities on behalf of Back Street Kittens, Inc. may place me in a hazardous situation that could result in injury to me or to my personal property. On behalf of myself and my heirs, personal representatives and assigns, I hereby release, discharge, indemnify, and hold harmless Back Street Kittens, Inc. and its directors, officers, employees, and agents from any and all claims, causes of action and demands of any nature, whether know or unknown, arising out of or in connection with my activities on behalf of Back Street Kittens, Inc..  
Understanding that public relations is an important part of a Volunteer’s activities on behalf of Back Street Kittens, Inc., I hereby authorize Back Street Kittens, Inc. to use any photographs of me in its possession for public relations purposes. I ask that Back Street Kittens, Inc. use reasonable efforts to give me advance notice of any such use, but such notification is not a condition to release photographs for public relations purposes.

Volunteers are the lifeline of almost every nonprofit organization. Whether you foster kittens or volunteer at adoption events or assist Back Street Kittens, Inc. in other ways, you are making a positive contribution in the lives of animals.

As a Volunteer representing Back Street Kittens, Inc., your conduct and interaction with the staff, other volunteers and the public is expected to always be professional; and courteous. In volunteering you are making a commitment to both our staff and our animals to carry out, to the best of your abilities, the tasks you have pledged to perform.

The Volunteer Code of Ethics clarifies the expectations and principles for Back Street Kittens, Inc. Volunteers. Should a Volunteer display unprofessional or disrespectful behavior or exhibit a lack of self-discipline, the volunteer will be asked to leave the premises. Such behavior could be grounds for termination of volunteer status.

**Volunteer Code of Ethics**

RESPECT

Respect others even if I may not agree with them  
Display courtesy, sensitivity, consideration and compassion for people and animals  
Use good judgment in recognizing the scope of authority of staff members, volunteer supervisors and other volunteers.

SAFETY

Keep safety at the forefront at all times  
Follow the rules presented to me in training and meetings  
Respect and use equipment and supplies as they are intended  
Report all injuries immediately to a staff person or volunteer supervisor

QUALITY

Perform all tasks to the best of my ability  
Ask for help when needed  
Recognize training is essential to maintain safe practices

SELF DISCIPLINE

Recognize my limitations and those of others  
Set boundaries for myself and know my limits with animals and other activities  
Hold myself accountable for the commitments I undertake

COMMUNICATION

Recognize that I communicate both verbally and non-verbally  
Listen to the needs of others  
Advise appropriate personnel of relevant information regarding the animals

COMMITMENT

Recognize true commitment comes from within  
Respect that people and animals count on me to honor my commitments  
Work together with staff and other Volunteers to meet Back Street Kittens, Inc. goals

WELFARE

Value my role in the maintenance and growth of the organization  
Strive to promote a positive environment  
Respect and support all people and animals

Volunteer’s Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Your typed name in the field above the form will serve as your signature. By signing, you certify that the information you provided on this form is true.