

**VOLUNTEER  
RELEASE AND WAIVER OF CLAIMS  
TORONTO AND REGION CONSERVATION AUTHORITY  
VOLUNTEER PROGRAM**

In consideration of Toronto and Region Conservation Authority ("TRCA") allowing the undersigned ("Volunteer") to participate as an unpaid volunteer in one or more of TRCA's programs, projects, work and activities, Volunteer, by signing this Release and Waiver of Claims agrees to abide by the Terms and Conditions, Waiver of Liability and Indemnity and Digital Image Release particularly described herein. Where the Volunteer is under the age of eighteen (18) years it is also agreed to by the consenting parent or legal guardian of the Volunteer.

**TERMS AND CONDITIONS**

1. Volunteer has the right to refuse work Volunteer believes to be unsafe.
2. Volunteer is required to attend site orientations and safety talks every time Volunteer is at a new site or event, before the start of any planned volunteer work.
3. Volunteer is required to provide a minimum standard of safety equipment for him/herself, including but not limited to: appropriate clothing and footwear, sun hat, sun screen, bug repellent.
4. Volunteer must report all injuries, no matter how slight, to the TRCA supervisor.

**WAIVER OF LIABILITY**

I, the Volunteer, agrees that TRCA, which term includes its Members, officers, officials, employees, agents, servants and contractors, will not be liable to me and is hereby released from any claims, demands, suits, proceedings by me arising from or in any way related to any accident, injury, damage, loss or other claim for death, bodily injury, personal injury or property damage, including income loss replacement and/or health care costs suffered or incurred by me, resulting from or in any way connected with my participation as a volunteer in one or more of TRCA's programs, projects, work and activities howsoever arising, save and except those arising from and directly caused by the gross negligence or deliberate acts of TRCA.

I agree to perform my duties as a volunteer in a safe manner at all times; to act in a responsible and reasonable manner as a representative of TRCA; to treat all internal matters of TRCA as strictly confidential; to perform my duties in a professional manner and to treat others with respect.

I further agree to follow all policies, procedures and instructions as set out by TRCA staff and further understand that if I do not adhere to these requirements I will be immediately dismissed.

**By Volunteer providing his or her name and signature below, Volunteer acknowledges having read and understood this Waiver of Claims.**

**SIGNED ON THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 20\_\_\_\_\_, IN THE PRESENCE OF:**

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

\_\_\_\_\_  
**Name of Volunteer**

\_\_\_\_\_  
**Signature of Witness**

\_\_\_\_\_  
**Name of Witness**

\_\_\_\_\_  
**Signature of Parent/Guardian  
(if volunteer is under 18 years of age)**

\_\_\_\_\_  
**Name of Parent/Guardian  
(if volunteer is under 18 years of age)**

**PHOTOGRAPHIC RELEASE**

I hereby authorize and give your full consent to TRCA and its assigns, successors, officers, directors, employees, agents, officials, servants, representatives, and our partners to use your name and likeness/image and the Digital Image in all forms and media by TRCA for purposes of publicity, advertising, sale and promotion including but not limited to use in flyers, brochures, web site, digital media, videos, displays and general TRCA promotion throughout the world. You hereby assign all rights in the Digital Image to TRCA and hereby waive all rights in and to the Digital Image including any moral rights you may have in your likeness/image and/or the Digital Image.

You expressly release TRCA and its, assigns, successors, officers, directors, employees, agents, officials, servants, and representatives, and our partners from any and all claims and demands arising out of or in connection with any such use of the Digital Image, including, without limitation, any and all claims for invasion of privacy, infringement of your right of publicity, defamation (including libel and slander), or any other cause of action arising out of the production, distribution, broadcast, exhibition or other exploitation of the Digital Image.

If the Digital Image is of a minor for whom I have responsibility as parent/guardian, I hereby acknowledge and confirm that I have authority to execute this release on behalf of the minor

**By Volunteer providing his or her name and signature below, Volunteer acknowledges having read and understood this Release.**

**SIGNED ON THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 20\_\_\_\_\_, IN THE PRESENCE OF:**

---

**Signature of Volunteer**

**Name of Volunteer**

---

**Signature of Witness**

**Name of Witness**

---

**Signature of Parent/Guardian  
(if volunteer is under 18 years of age)**

**Name of Parent/Guardian  
(if volunteer is under 18 years of age)**