



VOLUNTEER PERMISSION AND RELEASE AGREEMENT

TO: BOYS & GIRLS CLUBS BIG BROTHERS BIG SISTERS OF EDMONTON AND AREA

The Agency and Big Brothers Big Sisters Canada and Boys and Girls Clubs of Canada (“**BBBSC/ BGCC**”) are separate entities and this Agreement is between me and the Agency.

1. By applying to volunteer with the Agency (“Volunteer Application”) and signing this Agreement, I acknowledge, understand and accept that:
 - (a) I am a legal resident of Canada and have reached the age of majority in the province or territory in which I reside;
 - (b) There is no obligation on the Agency to accept my Volunteer Application or assign me to a volunteer position. The Agency may terminate my involvement in its sole discretion and without reason;
 - (c) If I am accepted as a volunteer, my involvement is not intended to create and shall not be construed as creating either an employee–employer relationship or a contract for services that would allow me to receive a salary, compensation, payment or any benefits, monetary or otherwise; and
 - (d) If I am accepted as a volunteer, I understand that I will be required to enter into a confidentiality agreement with the Agency, and I agree to abide by the volunteer position description(s) and code(s) of conduct established by the Agency, including any applicable guidelines, Standards and policies.

2. **Assumption of Risk, Release and Reimbursement:**

I acknowledge, understand and accept that:

- (a) I am responsible for all risks associated with my involvement as a volunteer including, without limitation, the risk of bodily or psychological harm or injury.
 - (b) Subject to local laws, I agree not to sue the Agency, BBBSC/ BGCC and/or any of their member agencies in respect of any such injury or claim resulting from my participation as a volunteer, my Volunteer Application, the acceptance or denial of my Volunteer Application, the Alumni Program and/or my association with the Agency or BBBSC/ BGCC.
 - (c) I understand that I am fully responsible for any damage to my personal vehicle and/or property during my volunteer involvement and that neither BBBSC/ BGCC nor the Agency insures personal vehicles or property belonging to its volunteers;
 - (d) I agree to reimburse the Agency and/or BBBSC/ BGCC and/or any of their member agencies for any damages or losses of any kind (including but not limited to the injury of any other person and/or damage to or loss of property) that may arise in connection with my negligence, wilful misconduct, or failure to act in accordance with published BBBSC policies and guidelines and relating to or arising in connection with my participation as a volunteer or my association with the Agency or BBBSC, including payment of any and all legal expenses of the Agency, BBBSC/ BGCC and/or any of their member agencies.
3. **Background Check.** I understand that my acceptance into the Agency will be conditional on my successful completion of a background check, which may include contacting the references

included in my Volunteer Application and/or a criminal record check and/or Children's Services Intervention Record Check, for the purposes of confirming my suitability as a volunteer. I agree to provide all necessary consents for such background checks.

4. **Privacy Notice.** The personal information provided by me or otherwise collected by the Agency in connection with my application will be used by the Agency for the purpose of evaluating and considering my Volunteer Application and, if accepted as a volunteer, for the purpose of administering the volunteer role. This information may include my name, phone number, mailing address, date of birth, results of background check, etc. My personal information will be maintained by the Agency on a confidential basis and will only be disclosed to other volunteers in connection with my participation in my volunteer role, to the staff at BBBSC/ BGCC as required for the purposes of accreditation reviews or legal proceedings and as otherwise required or permitted by law. In the event the Agency ceases operations, any and all information about me held by the Agency will be provided to BBBSC/BGCC, another BBBSC/BGCC agency selected by BBBSC/BGCC, or both and will be used for the purposes set out above.

No information will be provided to persons or organizations outside of BBBSC/BGCC and its agencies, about parents, children or volunteers without their express prior written consent except where required by law.

5. **Other Terms of this Agreement.**

- (a) In entering into this Agreement, I am not relying on any oral or written representations other than as set forth in this Agreement.
- (b) This Agreement shall be governed by and construed pursuant to the laws of the Province or Territory in which the Agency is located.
- (c) In the event that any provision or term of this Agreement is held to be invalid, illegal or unenforceable, the remaining provisions of this Agreement shall remain in full force and effect.

6. **Media Consent.** Any photographs or video productions taken of volunteers by agency staff at events or otherwise authorized by the Executive Director or Board of Directors, may be used by the agency for purposes of promotional material including brochures, posters, newsletters, media information, advertisements, audio-visual productions and web pages, such as the Agency website and social media. Photographs or video productions may also be shared with community and school partners and BBBSC/BGCC for program promotion.

IMPORTANT: I acknowledge that I have read the terms of this Agreement, have been given an opportunity to obtain independent legal advice, and understand that it represents a waiver of certain of my legal rights, including my right to sue (subject to local laws). I further agree that such limits are reasonable and sign this Agreement freely, voluntarily and without duress.