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PARENTAL CONSENT, RELEASE, AND WAIVER OF LIABILITY FOR MINORS

It is the policy of Habitat for Humanity of Orange County, NC that children under the age of 16 are not permitted on any active Habitat construction site. The definition of a worksite or area as "active" is at the discretion of the supervising Habitat staff member. At times, children ages 14 and up may be invited to participate in specific projects or activities as deemed safe and appropriate by Habitat staff. It is further the policy of Habitat that, while children between the ages of 14 and 18 may at times be permitted to participate in volunteer activities, they will not be permitted to perform especially hazardous tasks, including but not limited to using power tools and working on rooftops, ladders, scaffolds, or other high places.

This Parental Consent, Release, and Waiver of Liability is executed on this ____/____/____ (Month/Day/Year), by _____, a minor child (the "Volunteer"), and _____, the parent having legal custody and/or the legal guardian of the Volunteer (the "Guardian"), in favor of Habitat for Humanity International, Inc., a nonprofit corporation, and Habitat for Humanity of Orange County, NC, a nonprofit corporation, their directors, officers, employees, sponsors, donors, volunteers and agents (collectively, "Habitat").

The Volunteer and Guardian desire that the Volunteer work as a volunteer for Habitat and engage in the activities related to being a volunteer. The Volunteer and the Guardian understand that the activities may include the constructing of houses, working in the Habitat offices, and/or working during Habitat sponsored events.

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

1. **Release and Waiver.** The Volunteer and Guardian do hereby release and forever discharge and hold harmless Habitat and its successors and assigns from any and all liability, claims, and demands of whatever kind or nature, either in law or in equity, which arise or may hereafter arise from the Volunteer's activities with Habitat. The Volunteer and Guardian understand that this Release discharges Habitat from any liability or claim that the Volunteer or Guardian may have against Habitat with respect to any bodily injury, personal injury, illness, death, or property damage that may result from the Volunteer's activities with Habitat, whether caused by the negligence of Habitat or its officers, directors, employees, or other volunteers, or otherwise arising. The Volunteer and Guardian also understand that 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.** The Volunteer and Guardian do 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 activities with Habitat or with the decision by any representative or agent of Habitat to exercise the power to consent to medical or dental treatment. Permission is granted to Habitat's adult volunteers or employees to obtain medical care from any licensed physician, hospital, or medical clinic for the Volunteer at such times deemed necessary for physical health purposes. This authorization shall include all Habitat activities, including travel required to obtain medical care. The

Volunteer and Guardian hereby waive all claims against and agree not to sue Habitat, its officers, agents, employees, and volunteers as a result of the Volunteer’s participation in this volunteer activity or any claim arising from injury of the Volunteer in the execution of the above actions.

- 3. **Assumption of the Risk.** The Volunteer and Guardian understand that the activities may include work that may be hazardous to the Volunteer, including but not limited to construction and the loading and unloading of supplies and equipment. The Volunteer and Guardian hereby expressly and specifically assume the risk of injury or harm in the activities and release Habitat from all liability for injury, illness, death, or property damage resulting from the activities.
- 4. **Insurance.** Habitat pays a small health/accident insurance premium on the Volunteer for each day that he or she works on the construction site. The policy covers only those expenses related to injuries sustained while the Volunteer is working with Habitat that are not covered by the Volunteer’s own health insurance. The Volunteer is expected to take all necessary precautions and responsibility for his or her own safety, and that of others. The Volunteer is expected and encouraged to obtain his or her own medical or health insurance coverage.
- 5. **Photographic Release.** The Volunteer and Guardian do hereby grant and convey unto Habitat all right, title, and interest in any and all photographic images and video or audio recordings made by Habitat during the Volunteer’s activities with Habitat, including but not limited to any royalties, proceeds, or other benefits derived from such photographs or recordings.
- 6. **Background Certification and Authorization.** The Volunteer and Guardian do hereby certify that the Volunteer has never been convicted of a crime that requires them to register as a sex offender with any agency. The Volunteer and Guardian understand some positions require a criminal background check. The Volunteer and Guardian authorize Habitat to check their criminal record through any available database or registry. In some cases, this may require an additional background check authorization form.
- 6. **Other.** The Volunteer and Guardian expressly agree that this Release is intended to be as broad and inclusive as permitted by the laws of the State of North Carolina and that this Release shall be governed by and interpreted in accordance with the laws of the State of North Carolina. The Volunteer and Guardian agree that in the event that any clause or provision of this Release shall be held to be invalid by any 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.

*Volunteers must be at least 16 to participate in most activities. Ages 14 and up may participate only when explicitly stated by Habitat.
If you have questions, please contact a Habitat staff member.*

Volunteer Name (print)

Volunteer Date of Birth

Today’s Date

Parent/Guardian Name (print)

Parent/Guardian Name (signature)

Home Address

Home Phone Number

Cell Phone Number