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BlackCreekHillFarms.com

Volunteer Waiver

For the safety of all participants, animals, and guests, please carefully read and sign the following agreement.

1. **Inherent Risk and Assumption of Risk** - I acknowledge that working on a farm involves inherent risks, including but not limited to uneven terrain, unpredictable animal behavior, heavy lifting, operation of farm tools and equipment, and exposure to natural elements. I understand that farm animals can carry germs and bacteria that may cause illness and agree to take necessary precautions to protect myself and others. I voluntarily assume all risks associated with my participation in farm activities and release Black Creek Hill Farms, its owners, employees, and affiliates from any liability for injury, illness, or damages incurred while volunteering.
2. **Photography Waiver:** I, the undersigned, grant **Black Creek Hill Farms** and its representatives the irrevocable right and permission to capture, use, and publish photographs and/or video recordings of me, my guests, and/or my child(ren) taken on the farm premises. These images may be used for promotional, educational, or marketing purposes, including but not limited to social media, websites, brochures, and advertisements.
I understand that these images may be used without further notification or compensation. I also acknowledge that **Black Creek Hill Farms** retains full ownership of the media and has the discretion to edit, alter, or modify the images as necessary.
3. **Conduct and Behavior:** I agree to follow all instructions and safety rules provided by Black Creek Hill Farms staff. I will immediately report any unsafe conditions, rule violations, or dangerous behavior by other participants to the farm staff. If volunteering with children, I understand that I am responsible for supervising them at all times. I will treat animals, staff, and fellow volunteers with respect and will not engage in aggressive, reckless, or inappropriate behavior. This includes refraining from spreading rumors and speaking negatively about others in their absence. I agree in participating to create a **positive** and **supportive** environment for everyone. Any concerns should be politely brought to the person of concern or an adult team lead. If I see someone performing a task incorrectly, I will either politely provide guidance or bring it to the volunteer lead. I agree to accept helpful feedback with an open mind and use it as an opportunity to learn and improve. I understand that feedback is an essential part of personal and professional growth, and I will approach it with a positive attitude. I agree to focus on and support the strengths of others, encouraging growth and development in a positive and constructive way, rather than focusing on weaknesses or gossip. I understand the importance of fostering an environment where everyone feels valued and empowered to contribute their best.
4. **Teamwork:** I understand that teamwork is a vital part of Black Creek Hill Farms' mission. During customer interactions or feeding time, I will ensure that I am available to assist as needed. If any tasks require attention, I will offer my help and respectfully inquire if others need assistance to ensure all duties are completed efficiently. I will maintain open communication with fellow volunteers and employees, and if I am unsure about a task, I will not hesitate to ask for help to ensure the best outcome for the team and the organization.



5. **Hand Sanitation:** I acknowledge that despite the benefits of working with animals, working on a farm may expose me to germs and bacteria that may pose a health risk. To protect myself, my family, and the animals, I commit to washing my hands with soap and warm water frequently. In the event that soap and water are not available, I will use hand sanitizer to maintain proper hygiene.
6. **Compensation:** I understand and agree that volunteer compensation at Black Creek Hill Farms is not provided. If I am volunteering as part of the "Work-to-Ride" program, I acknowledge that for every 8 hours of volunteer service completed, I will earn 1 hour of riding time. This time can be applied towards riding lessons, trail rides, or other riding opportunities available at the farm. I acknowledge that the riding time earned through volunteering must be used per the Black Creek Hill Farms' policies and availability.
7. **Volunteer Time:** Unless stated otherwise, volunteer hours are Monday - Saturday 8:00 am to 5:30 pm. Any volunteering outside of these hours must be coordinated and approved by Owner. Please coordinate with the Owner for Dates/days to volunteer.
8. **Additional Waiver:** I acknowledge that if I am selected for the "Work-to-Ride" program, I will be required to review and adhere to the Volunteer Guidelines, sign the BCHF Waiver, and assume responsibility for tracking my volunteer tasks and hours accurately.

Acknowledgment of Understanding - By signing below, I acknowledge that I have read, understood, and agreed to all terms of this Agreement. I understand that by signing this document, I am waiving certain legal rights, including the right to sue.

Volunteer Name: _____ # _____

Volunteer Signature: _____ Date: _____

***If participants are under 18 a parent/guardian must sign.**

***Parent/Guardian Signature** _____ **Date:** _____