



Imperial Valley
Desert Museum

Imperial Valley Desert Museum Volunteer Agreement

This agreement is entered into between _____,
("the Volunteer") and the Imperial Valley Desert Museum ("the Museum"),
beginning on _____.

1. The volunteer understands and agrees that this is not an agreement of employment, that volunteer's services are donated, given freely, and without expectation of remuneration in any form whatsoever, including any rights or benefits that would accompany employment, and are so accepted by the Museum with the understanding that no remuneration shall be paid.
2. The Museum agrees to provide the volunteer with appropriate training and supervision.
3. The volunteer understands and agrees that all work performed as a volunteer is under the supervision of the Museum
4. The volunteer understands and agrees that the Museum may terminate at any time and for any reason, including but not limited to, the following reasons:
 - a. Drug or alcohol use in the performance of volunteer duties
 - b. Conviction of any crime
 - c. Falsified application information
 - d. Failure to complete initial and/or additional required training
 - e. Failure to follow directions of Supervisor
 - f. Failure to comply with Museum policies and procedures
 - g. Any willful misconduct, gross negligence, reckless disregard for the safety of others, fraud, or criminal acts
 - h. Any other act or conflict that is deemed to be detrimental to the mission, goals and values of the Museum or to the community, youth, and families the Museum serves.

5. The volunteer understands that he/she is responsible for learning and following existing and new policies outlined by their supervisor throughout the year.
6. **Release of Liability:** In connection with the volunteer's involvement in activities undertaken for, and/or with the participation and support of the Imperial Valley Desert Museum, the volunteer hereby agrees for themselves, their heirs, executors, and administrators to release and discharge the Imperial Valley Desert Museum, its officers and directors, members, employees, and volunteers from all claims, demands, and actions from injuries sustained to his/her person and/or property as a result of his/her involvement in Museum activities, whether or not it results from negligence. The volunteer agrees to release and hold the Imperial Valley Desert Museum and those associated with it harmless from any cause or action, claims, or suit arising there from. The volunteer hereby attests that his/her attendance and involvement in such activities is voluntary, that the volunteer is participating at his/her own risk, and that he/she has read the terms and conditions of this release. The volunteer agrees that he/she will perform activities that he/she is comfortable performing and will follow all instructions.
7. **Release of Design:** The volunteer grants full permission for the Imperial Valley Desert Museum to forever use any graphic design, artistic content, promotional materials, research, or publications produced while in service to the Imperial Valley Desert Museum, without expectation of compensation.
8. **Waiver:** The volunteer grants full permission for the Imperial Valley Desert Museum to forever use photographs, videos, audios, and/or quotations from him/her in legitimate accounts and promotion of the Imperial Valley Desert Museum activities, without identification of volunteer by name, and without compensation.
9. **Ethics Policy:** As a volunteer at the IVDM, I agree that I have read and understood the IVDM's Ethics Policy and will adhere to it.
10. **Confidentiality:** As a volunteer at the IVDM I understand that I may work with donor information, staff information, visitor concerns, and other Museum information which may be confidential in nature. All information regarding members, donors, volunteers, employees, and Museum operations is to be kept strictly confidential. I will not discuss this information with anyone who is not directly involved in these areas. I

understand that failure to maintain confidentiality may result in immediate release from my volunteer commitment at the Museum. The obligation to comply with this policy continues after my volunteer commitment with the Museum ends.

The contents of this Volunteer Agreement have been discussed with me and I agree to abide by the contents set out.

Volunteer Name (Print)

Volunteer Signature

Date

IVDM Representative

Date

Parent/Guardian Signature (if volunteer is minor)

By signing below, I express my understanding and intent for my minor to become a volunteer at the Imperial Valley Desert Museum and to enter into this Release and Waiver of Liability willingly.

Parent/Guardian Name (Print)

Parent/Guardian Signature

Date