



**Adoption Events Policy**

- Volunteers must conduct themselves in a professional and courteous manner. Remember that as a representative of ORCA, your behavior will shape the expectations of potential adopters.
- Volunteers must maintain a clean, neat and professional appearance; volunteers must dress appropriately, including modest attire such as jeans, t-shirts (with or without the ORCA logo) and closed toe shoes. Attire to avoid includes leggings, overalls, spaghetti-strap dresses, halter tops, flip flops, etc. Jewelry should be kept to a minimal amount for the safety of the animals. Hair must be worn in a style that will not cause any hazards to the animals. Men with shoulder length or longer hair must secure their hair; facial hair should be neat and professional.
- Volunteers must be at least 14 years old; any volunteer under the age of 18 years old must have a legal guardian with them.
- Volunteers under the influence of a controlled substance will not be allowed to participate in the event and will be asked to leave.
- Volunteers should not have their friends, spouse, family, etc. visit them during the event unless that person is also a volunteer with ORCA. Volunteers are not allowed to bring their personal pets to their shifts due to the safety of the animals in the event.
- Volunteers are expected to be there for their entire shift, however if something happens please contact the liaison for the event that day.
- Volunteers should leave all personal belongings at home. ORCA, PetSmart or any adoption or other event sponsor is responsible for any lost or stolen property.
- Volunteers should not eat meals in public area of the PetSmart store. Volunteers may use the breakroom; however, that is determined by the PetSmart store personnel.
- Volunteer must not disparage any adoption or other event organizer or sponsor, PetSmart, PetSmart Charities, or any PetSmart products, services, or associates, Banfield, The Pet Hospital, or its associates, or the activities or reputations of other organizations participating in the adoption event program.

**Waiver and Release**

I, \_\_\_\_\_ (please print), in consideration of myself or my child(ren) being permitted to participate in the activity below, hereby for myself, my family members, heirs and personal representatives assume any and all risks which might be associated with this event. I further waive, release and discharge the Orlando Rabbit Care and Adoptions, Inc., agents and volunteers, for any and all claims, costs, including attorney’s fees, causes of action, suits, injuries, damages of any kind whatsoever, sustained by me, which arise out of my participation in this event. I also agree to the use of film, photo, audio, or videotape of my participation in this event for any reason. This waiver and release shall remain in full force and effect indefinitely and inure to the benefit of my family members, heirs and legal representatives. I have read and understand the foregoing provisions of this Waiver and Release and I have executed this instrument voluntarily on this date. (For any individual less than 18 years old, a parent or guardian must sign on your behalf). I am aware of and further agree to comply with all policies, procedures and manuals\*, including the PetSmart Adoption Partner Agreement\*, and agree to waive all claims and liability against PetSmart and PetSmart Charities resulting from participation in this PetSmart event. \*PetSmart Adoption Partner Manual (2017) and Adoption Partner Agreement on ([www.orlandorabbit.org](http://www.orlandorabbit.org))

\_\_\_\_\_  
Volunteer (Print Name)

\_\_\_\_\_  
Minor (Print Name)

\_\_\_\_\_  
Volunteer (Signature)

Date

\_\_\_\_\_  
Minor (Parent/Legal Guardian) Signature