



## General Shop Rules and Volunteer Release and Waiver of Liability

### General Shop Rules:

Good Karma Bikes appreciates your time commitment to our organization and wants to ensure that the volunteer experience is rewarding and productive for all participants. We ask that volunteers follow the guidelines outlined below:

1. Do not come under the influence of drugs, alcohol, or other intoxicants: you will be asked to leave. This includes substances prescribed by a doctor.
2. Do not take tools or parts home with you. Do not give tools or parts to clients or customers.
3. You are required to leave your work space clean when you are finished, tools hung up, bikes returned to original location.
4. If you need assistance, please ask for assistance.
5. Use proper lifting and safety techniques at all times. If lifting a heavy item, ask another volunteer or staff to assist you.
6. Running, shouting, horseplay, profanity, and disrespectful language is not permitted.
7. Please report anything you consider a hazard or safety issue to staff immediately.
8. Please do not wear MP3 players or other distractive devices during your volunteer shift.
9. Wear closed-toe shoes (no flip flops).

Important: Each volunteer must read and sign the "Release and Waiver of Liability" before volunteering on a Good Karma Bikes site. Please complete this form and submit on the login computer or hand it to a Good Karma Bikes staff member before you volunteer.

### Volunteer Release and Waiver of Liability

This Waiver of Liability (the "Waiver") executed on this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_ by (the "Volunteer") in favor of Good Karma Bikes, Inc., a nonprofit corporation organized and existing under the laws of the state of California, USA and directors, officers, employees, and agents (collectively, "GKB").

I, the Volunteer, desire to work as a volunteer for GKB and engage in the activities related to being a volunteer.

I hereby freely and voluntarily, without duress, execute this Waiver under the following terms:

**1. Waiver and Release.** I, the Volunteer, release and forever discharge and hold harmless GKB 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 my volunteer work with GKB.

**2. Insurance.** I, the Volunteer, understand that I expressly waive any such claim for compensation or liability on the part of GKB beyond what may be offered freely by the representative of GKB in the event of such injury or medical expense. I understand that although GKB carries accident insurance for volunteers, it is considered secondary coverage and my own health insurance is primary coverage.

**3. Medical Treatment.** I hereby release and forever discharge GKB from any claim whatsoever which arises or may hereafter arise on account of any first-aid treatment or other medical services rendered in connection with an emergency during my time with GKB.

**4. Assumption of the Risk.** I understand that my time with GKB may include activities that may be hazardous to me, including, but not limited to, working on bicycles, loading and unloading of heavy equipment and materials, and local transportation to and from GKB. I hereby expressly and specifically assume risk of injury or harm in these activities and release GKB from all liability for injury, illness, death, or property damage resulting from activities of my time with GKB.

**5. Photographic Release.** I grant and convey unto GKB all right, title, and interest in any and all photographic images and video or audio recordings made by GKB during my service with GKB, including, but not limited to, any royalties, proceeds, or other benefits derived from such photographs or recordings.

I decline permission to use my photo or voice. I understand that I must remove myself from all group photos and I will inform all photographers that I wish to be exploded from photos and recordings. Initial here if declining: \_\_\_\_\_



**6. Work Service.** I understand Good Karma Bikes' decision to accept my volunteer service is based upon the current needs of GKB. If in the future the GKB needs to change my volunteer position, service, and tasks may be reviewed. GKB may need to change or terminate my volunteer service.

**7. Zero Tolerance.** Good Karma Bikes has a zero-tolerance policy for: (1) violent behavior and actions; (2) intoxication; (3) speech that is abusive, derogatory, harassing, or harmful; (4) stealing. The first offense of any of these will result in volunteer termination.

**8. Other.** I expressly agree that this Waiver is intended to be as broad and inclusive as permitted by the laws of the state of California in the United States of America, and that this Waiver shall be governed by and interpreted in accordance with the laws of the state of California. I agree that in the event that any clause or provision of this Waiver shall be held 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.

**Team GKB Group Fun Bicycle Ride.** I understand the nature of bicycling activities and that I am qualified, in good health, and in proper physical condition to participate in such bicycle ride. I further acknowledge that the bicycle ride will be conducted over public roads and facilities open to the public during the bicycle ride and upon which hazards of traveling are to be expected. I further agree and warrant that if at any time, I believe conditions to be unsafe, I will immediately discontinue further participation in the bicycle ride. I fully understand that (a) bicycling activities involve risks and dangers of serious bodily injury, including permanent disability, paralysis, and death ("Risks"); (b) these risks and dangers may be caused by my own actions or inactions, the actions or inactions of others participating in bicycle ride, the conditions in which the bicycle ride takes place, or the negligence of others; (c) there may be other risks and social and economic losses either not known to me or not readily foreseeable at this time; (d) Good Karma Bikes participates in these bicycle rides for community engagement and fundraising; (e) no employee of Good Karma Bikes is participating in the bicycle ride as part of their work duties; and I fully accept and assume all such risks and all responsibility for losses, costs, that I may incur as a result of my participation in bicycle ride.

I have carefully read this contract and fully understand its contents. If I do not understand any of the content, it is my responsibility to ask GKB staff for explanation. I am aware that this is a release from liability, allow the use of my likeness in photographs, videos, and audio recordings, and a contract between myself and Good Karma Bikes, and I sign it of my own free will.

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Volunteer Name (please print) \_\_\_\_\_ Volunteer Signature \_\_\_\_\_ Date \_\_\_\_\_

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If under 18 years of age Parent/Guardian Name (please print) \_\_\_\_\_ Parent/Guardian Signature \_\_\_\_\_ Date \_\_\_\_\_

Emergency Phone Number: \_\_\_\_\_

Emergency Contact Name: \_\_\_\_\_