

# Volunteers that are Minors

Volunteers ages 14 and older may participate independently in our Neighbor Brigade programs and are welcome to use their hours for necessary school community service hours. Minors ages 14-17 must have a parent/guardian sign pages 2-6 and if you would like to allow any photos of you to be used in our marketing efforts please also sign page 7. **You also must register as a volunteer online at [www.neighborbrigade.org](http://www.neighborbrigade.org) and create a volunteer profile so you can see all of our activities available in your chapter.** Anyone under the age of 14 must volunteer side by side with a parent/guardian. When completed please scan and email to [info@neighborbrigade.org](mailto:info@neighborbrigade.org) or mail to Neighbor Brigade PO Box 735 Maynard MA 01754.

## Applicant Information for Minor

**First Name** \_\_\_\_\_

**Last Name** \_\_\_\_\_

**Address 1** \_\_\_\_\_

**Address 2** \_\_\_\_\_

**City** \_\_\_\_\_ **State** \_\_\_\_\_ **Zip** \_\_\_\_\_

**Primary Phone Number** \_\_\_\_\_

**Cellular/Mobile Phone Number** \_\_\_\_\_

**Email Address** \_\_\_\_\_

**Emergency Contact Person** \_\_\_\_\_

**Relationship** \_\_\_\_\_

**Emergency Contact Phone Number** \_\_\_\_\_

**Date of Birth** \_\_\_\_\_

## Disclaimers

### *Anti-Discrimination Statement:*

It is the policy of Neighbor Brigade to ensure equal opportunities to all volunteer applicants without discrimination or harassment on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, genetic information, or any other characteristic protected under the laws of the United States and the Commonwealth of Massachusetts.

### *Disclaimers*

Volunteers must be at least 14 years of age. For applicants under age 18, the signature of a legal parent or guardian must be provided below. I understand that the submission of this application does not create an employment or volunteer agreement with Neighbor Brigade. As needed, Neighbor Brigade may request additional documentation to support this application, including but not limited to a criminal background check.

I understand that Neighbor Brigade is a not-for-profit organization. I understand that this is a volunteer position, and that, as a result, I will receive no remuneration or benefits in exchange for my services. I understand further that I will not be reimbursed for expenses or costs incurred in performing activities as a volunteer, unless specifically authorized in the Neighbor Brigade Volunteer Handbook or in advance by Neighbor Brigade's management.

I further understand that Neighbor Brigade reserves the right to decline this volunteer application for any reason, other than one inconsistent with its Anti-Discrimination Statement. I further understand that my status as a volunteer with Neighbor Brigade will be at-will, and may be terminated with or without notice under Massachusetts law at any time.

*I certify that all answers and statements made on this application are true and complete to the best of my knowledge. I understand that, should this application contain any false or misleading information, my application may be rejected and my role as a volunteer with Neighbor Brigade may be terminated.*

**Signature**

**Date**

**If Under 18, Parent or Guardian Signature**

**Date**

*PARTICIPANT AGREEMENT AND LIABILITY RELEASE*

Each volunteer or other participant in Neighbor Brigade activities must complete and sign this Participant Agreement and Liability Release (the "Agreement"). Please read this Agreement carefully before signing.

I understand that I must be at least 14 years of age to be a volunteer with Neighbor Brigade. I represent that I am at least 18 years of age or over, and that if not, the endorsement set forth below is signed by my parent or guardian.

I acknowledge and agree that I am not an employee of Neighbor Brigade and am not entitled to any monetary compensation or any other form of remuneration or benefits from Neighbor Brigade. I understand I am engaging in Neighbor Brigade volunteer activities at my own risk. As between myself and Neighbor Brigade, I knowingly and freely assume all risk and full responsibility for my participation with Neighbor Brigade activities, including any damage to my personal property and/or any personal injury I may sustain during my participation.

On behalf of myself and my heirs, I hereby hold harmless Neighbor Brigade and its affiliates, partners, agents, officers, directors, employees, service providers, sponsors, volunteers, successors and assigns (collectively the "Indemnitees") from and against any and all claims, losses, actions, liabilities and costs ("Claims") arising from my participation in any Neighbor Brigade activities, including, if through the course of my participation, I act in a negligent manner or otherwise engage in any reckless or illegal act, or take any other action that violates Neighbor Brigade's policies, instructions or guidelines. To the extent permitted by law, I hereby waive any Claim I may have, known or unknown, against the Indemnitees resulting from my participation with Neighbor Brigade, whether or not arising from the negligence of Indemnitees.

If I will be driving any vehicle in connection with Neighbor Brigade activities, I agree to: (i) maintain, and upon request provide evidence of, my current status as a licensed driver in good standing; (ii) adhere to all instructions and directions provided to me by Neighbor Brigade and the Neighbor Brigade Volunteer Handbook; (iii) promptly notify Neighbor Brigade of any physical conditions, vehicle defects, or road conditions that might affect my safety or the safety of others; (iv) if involved in an accident, complete an accident report and cooperate with the authorities and Neighbor Brigade; and (v) if my vehicle is used for Neighbor Brigade activities, maintain current and adequate insurance coverage. I understand that the limits and coverage provided by my personal automobile insurance are applicable to any accidents or incidents that involve my vehicle, including those that occur while I am serving as a volunteer driver.

I agree to discontinue my participation in Neighbor Brigade activities if I am requested to do so. I further understand that Neighbor Brigade reserves the right to decline this volunteer application for any reason, other than one inconsistent with its Anti-Discrimination Statement. I further understand that my status as a volunteer with Neighbor Brigade will be at-will, and may be terminated with or without notice under Massachusetts law at any time.

**Signature** \_\_\_\_\_ **Date** \_\_\_\_\_  
**If Under 18, Parent or Guardian Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

VOLUNTEER HANDBOOK CERTIFICATION

I \_\_\_\_\_, have received and read the Neighbor Brigade Volunteer Handbook which outlines the goals, policies, procedures, and expectations of Neighbor Brigade, as well as my responsibilities as a volunteer.

I have familiarized myself with the contents of the handbook. By my signature below, I acknowledge, understand, accept, and agree to comply with the information and procedures contained in the Volunteer Handbook. I understand the Volunteer Handbook is not intended to cover every situation which may arise during my time serving as a volunteer, but is simply a general guide to the goals, policies, practices, benefits and expectations of Neighbor Brigade.

I understand that the Neighbor Brigade Volunteer Handbook is not a contract in of itself and should not be deemed as such. I further understand that the Volunteer Handbook may be updated or amended at the sole discretion of Neighbor Brigade at any time hereafter, and that I will be bound by its terms if Neighbor Brigade provides adequate notice.

By selecting in the software that *"I agree to the Volunteer Handbook Certification Statement found in the information box to the right of this field"* I am agreeing to the Anti-Discrimination Statement, the Disclaimer, the Participant Liability and Waiver Release, the Background Check Consent Form, Trademark and Copyright Usage and Confidentiality Agreement all found in the Neighbor Brigade Volunteer Handbook.

**Signature** \_\_\_\_\_ **Date** \_\_\_\_\_  
**If Under 18, Parent or Guardian Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

*TRADEMARK AND COPYRIGHT USAGE*

I acknowledge that I have a limited right to use the trade name and service mark “Neighbor Brigade,” slogan “Help is Next Door,” Neighbor Brigade logo, and any other Neighbor Brigade marks (the “Licensed Marks”) and other materials provided by Neighbor Brigade in connection with my services as a volunteer. I agree to use such Licensed Marks and materials only in connection with my participation as a volunteer and in accordance with the Neighbor Brigade Volunteer Handbook, as well as any other instructions or guidelines that may be provided to me by Neighbor Brigade, including via its website, from time to time. I hereby assign and convey to Neighbor Brigade all right, title and interest in, and to, any and all materials that I may create, or contribute to, that relate to Neighbor Brigade, including photographic images or video or audio recordings made about Neighbor Brigade and any royalties, proceeds or other benefits derived from such photographs or recordings.

I agree to perform all volunteer activities, including those that involve use of the Licensed Marks, in accordance with the highest standards of quality and care. In the course of participating in Neighbor Brigade activities, I will not act in any manner that would be detrimental to Neighbor Brigade and I will avoid any actions that might impair the reputation of Neighbor Brigade. At all times, I will comply with all applicable laws, regulations and legal standards and any policies, instructions or guidelines provided by Neighbor Brigade.

I acknowledge that I have been provided with Neighbor Brigade’s Service Mark Usage and Guidelines explaining the proper usage of Neighbor Brigade’s trade names and service marks.

**Signature** \_\_\_\_\_ **Date** \_\_\_\_\_  
**If Under 18, Parent or Guardian Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

*CONFIDENTIALITY AGREEMENT*

I understand that I may become privy to confidential information about Neighbor Brigade or the individuals it serves. I agree to maintain the confidentiality of any information I receive, including but not limited to information marked “confidential,” as well as any information about Neighbor Brigade’s internal procedures, business operations, existing or prospective service recipients, proprietary business information, personnel information and the like that is not otherwise publicly disclosed by Neighbor Brigade. I will not use or disclose the confidential information, except as required to perform my volunteer activities, and will not discuss the personal circumstances of those receiving services from Neighbor Brigade outside the organization.

I further understand that Neighbor Brigade does not provide healthcare services, but may from time to time receive information regarding service recipients that is similar to “protected health information” under the Health Insurance Portability and Accountability Act of 1996 (“HIPPA”). With respect to service recipients, I agree to keep information regarding personal emergencies, medical conditions, or other individual details confidential, except to the extent disclosure is necessary to perform my duties as a volunteer.

**Signature** \_\_\_\_\_ **Date** \_\_\_\_\_  
**If Under 18, Parent or Guardian Signature** \_\_\_\_\_ **Date** \_\_\_\_\_



Marketing/Communications Waiver Form

I hereby relinquish to Neighbor Brigade all rights to the use of my images (in photo or video) and my story as it relates to my experience with Neighbor Brigade, and/or those of my minor children (if applicable), for use in marketing and public relations. I also give Neighbor Brigade permission to name my town as part of my story, for these same purposes. My images and story, including direct and indirect responses and quotes, will be used by Neighbor Brigade.

Waiver, Indemnity and Release

I acknowledge that Neighbor Brigade will own such images and story of me and/or those of my minor children (if applicable) and further grant Neighbor Brigade permission to copyright, display, publish, distribute, use, modify, print and reprint such images and story in any manner whatsoever related to Neighbor Brigade business, including but not limited to: newspapers, radio and television stories, news websites, videos, brochures, press releases, publications, advertisements, web site images, or other electronic displays and transmissions thereof. I further waive any right to inspect or approve the use of the images and story by Neighbor Brigade prior to its use. I forever release and hold Neighbor Brigade harmless from any and all liability arising out of the use of the images and story in any manner or media whatsoever, and waive any and all claims and causes of action relating to use of the Images, including without limitation, claims for invasion of privacy rights or publicity.

I acknowledge and represent that I am over the age of 18, have read this entire document, that I understand its terms and provisions, and that I have signed it knowingly and voluntarily on behalf of myself and/or my minor children (if applicable).

\_\_\_\_\_
Print Name

\_\_\_\_\_
Signature

\_\_\_\_\_
Date

\_\_\_\_\_
Address

\_\_\_\_\_
City/State/Zip code

\_\_\_\_\_
Telephone

\_\_\_\_\_
Email

**\*If applicable:**

Name of Minor Child: \_\_\_\_\_

Name of Minor Child: \_\_\_\_\_

Name of Minor Child: \_\_\_\_\_

