

CRESCENTA VALLEY WATER DISTRICT
MINOR VOLUNTEER
PERMISSION, RELEASE, AND WAIVER OF LIABILITY AGREEMENT

In consideration for permitting the minor volunteer named below (“Volunteer”) to participate in the volunteer activities (“Volunteer Activities”) of the Crescenta Valley Water District (“District”), the undersigned parent(s) or legal guardian(s) of the Volunteer, on behalf of their heirs, executors, administrators and assigns, and on behalf of the Volunteer, hereby agree to the following terms and conditions (“Agreement”):

1. **Voluntary Participation.** I give permission for the Volunteer to participate in the Volunteer Activities. I understand that Volunteer’s participation in any Volunteer Activity covered by this Agreement is strictly voluntary. I and Volunteer further understand and agree that the scope of Volunteer’s relationship with the District is limited to a volunteer position. Volunteer is not an employee of the District and will not receive and should not expect to receive any compensation or benefits of any kind in exchange for performing services at or on behalf of the District.
2. **Rules and Policies of the District.** Volunteer acknowledges and agrees to abide by the District’s policies, guidelines, handbook, rules, and all volunteer requirements and policies. The Volunteer recognizes and agrees that they are responsible for minimizing risk through responsible behavior. This includes adherence to the District’s policies, guidelines, handbook, rules, and directions. I acknowledge that, even if Volunteer follows all directions, instructions, and rules and exercises utmost personal care, a certain irreducible inherent risk in the Volunteer Activities shall remain, and I hereby accept that risk.
3. **Description of Volunteer Activities.** I understand and agree that Volunteer Activities may include, but are not limited to, participation in the following activities:
 - a. Engaging and interacting with District employees and members of the public;
 - b. Assist in preparing and disseminating public outreach material utilizing District’s social media platforms;
 - c. Assist in various water education and public outreach projects;
 - d. Clerical tasks requiring the use of office equipment;
 - e. Data entry for various business related or water operation related tasks;
 - f. Assist in counting and inventory of parts and equipment stored at various sites located within the District;
 - g. Observing various operational and construction activities from a safe distance;
 - h. Participate in career development and leadership workshops tailored for students;
 - i. Being a passenger in District vehicles;
 - j. Preparing and presenting information using Microsoft PowerPoint and other programs; and
 - k. Conducting light research on the internet using District computers and network.

In addition to these specific activities, Volunteer activities may include activities such as: extended standing, walking, lifting, carrying; exposure to indoor environments; exposure to outdoor environments (including cool, hot, and wet weather); exposure and interactions with members of the public; use of office supplies (e.g., scissors or box cutters); traveling to and from worksites in various modes of transportation (e.g., cars, bikes, scooters, public transport), and being in or around water treatment facilities, equipment, and substances.

4. **Assumption of Risk.** I understand and acknowledge that there are certain risks inherent in Volunteer's participating in the Volunteer Activities. I understand and acknowledge that the Volunteer Activities may be dangerous and carry with them certain inherent risks, including risks that may not be obvious, and that cannot reasonably be eliminated regardless of the care taken to avoid injuries. The specific risks vary from one activity to another, but the risks may include, and are not limited to: dangers inherent to being in confined indoor spaces; dangers inherent in exposure to the sun for an extended period of time, or being outside during high temperatures, such as dehydration, heat stroke, and sunburns; minor injuries such as scratches, bruises, cuts, and sprains; property damage; theft; risks of contracting communicable diseases, illnesses or viruses, including, but not limited to, COVID-19; major injuries such as emotional trauma, eye injury or loss of sight, joint or back injuries, broken bones, brain injury and concussions; and catastrophic injuries, including permanent disability, paralysis, and death. I understand that these injuries or outcomes may arise from Volunteer's or other's actions, inaction, or negligence, conditions related to travel, or the condition of the Volunteer Activity's location. Nonetheless, I acknowledge and expressly assume all risks and dangers associated with the Volunteer Activities (including travel to, from and during any Volunteer Activity), whether described above, known or unknown, and inherent or otherwise. I take full responsibility for any injury or loss, including death, which Volunteer may suffer, arising in whole or in part from the Volunteer's participation in the Volunteer Activities.
5. **Voluntary Release.** I voluntarily release, waive, relinquish, and discharge and hold harmless the District and its current and former employees, directors, officers, agents, volunteers, successors, governing body, insurers, and assigns ("Releasees") from any and all liability, claims, and demands of whatever kind or nature, either in law or in equity, resulting from ordinary negligence that arise out of, or relate to, Volunteer's participation in the Volunteer Activities, including, but not limited to, claims for bodily injury, personal injury, emotional distress, illness, first-aid treatment, medical services, property damage, or wrongful death. It is the intent of this Agreement to relieve the Releasees from negligence to the greatest extent permitted by law.
6. **Indemnification.** To the fullest extent permitted by law, I agree to indemnify, defend, and hold harmless the Releasees against any and all causes of action, losses, damages, injuries, liability, claims, expenses (including attorneys' fees and costs), and demands ("Claims") arising out of or in any way related to this Agreement or Volunteer's participation in Volunteer Activities, except to the extent a Claim is caused by the gross

negligence or intentional misconduct of any Releasee. This provision will survive the termination of this Agreement.

7. **Release from Third-Party Liability.** I understand that the District is not an agent of, and has no responsibility for, any third party, including, without limitation, to any sponsor or entity that may provide any services, hospitality, public and/or private transportation, equipment, training, or activities associated with the Volunteer Activities. I hereby relieve the District and Releasees from any and all claims arising out of such third-party liability, events, acts, or omissions.
8. **Authorization for Medical Treatment.** I consent to any of the staff, employees, and representatives of the District administering or consenting to the administration of such emergency medical care to Volunteer as such person(s) deem appropriate under the circumstances. I understand that the District does not carry or maintain health, medical, or disability insurance coverage for the Volunteer, and I therefore agree to assume the responsibility for such insurance coverage for the Volunteer. I further understand that Volunteer is not covered under or entitled to any benefits under any workers' compensation insurance held by the District.
9. **Publication.** I hereby irrevocably authorize the District to use Volunteer's name, image, likeness, signature, words, and voice in any medium now existing or existing in the future, for any purposes, including marketing and commercial purposes. I acknowledge and agree that I and Volunteer will have no property rights in any such medium and that I and Volunteer are not entitled to any compensation for the use of their name, image, likeness, signature, words, or voice. This provision will survive the termination of this Agreement.
10. **Confidential Information.** Volunteer may have access to private and confidential information in the District's possession, custody, or control, including, but not limited to, private information regarding employees, trade secrets, business plans, and other personal health information, financial information, contact information, other proprietary information ("Confidential Information"). I and Volunteer acknowledge and agree that Confidential Information must remain private and cannot be used, disclosed, or copied except to the limited extent necessary to carry out volunteer responsibilities, with the prior written consent of the General Manager of the District, or if required by law. I and Volunteer agree that upon termination of Volunteer's volunteer services, or at the request of the District at any time, they will deliver to the District all material in their possession, custody, or control containing or relating to the District's Confidential Information. This provision will survive the termination of this Agreement.
11. **Termination.** The District, Volunteer, or I may end the Volunteer's participation in Volunteer Activities as a volunteer at any time, for any reason, or no reason, and with or without prior notice.
12. **General Provisions.** This Agreement may not be assigned by me or Volunteer without the prior written consent of the District. This Agreement constitutes the entire agreement

of the parties with regard to the subject matter of this Agreement, and supersedes all prior oral and written agreements or negotiations of the parties on that subject matter. No modification, amendment, or waiver of any of the provisions contained in this Agreement shall be binding, unless approved in writing by the parties. Should any provision of this Agreement be deemed by any court of competent jurisdiction to be illegal, invalid, or unenforceable, that determination shall not render any other provision of this Agreement illegal, unenforceable, or invalid. This Agreement is governed by and will be construed in accordance with the laws of California, without regarding to its conflict of law rules. The parties consent to jurisdiction in California and agree that the venue for any action arising out of or related to this Agreement will be Los Angeles County. This Agreement may be executed in two or more counterparts, each of which shall be deemed an original, all of which together shall constitute one instrument. The parties agree that electronic signatures (e.g. DocuSign) of the Parties shall have the same force and effect as original signatures.

I HAVE READ THIS MINOR VOLUNTEER PERMISSION, WAIVER, RELEASE, AND INDEMNITY AGREEMENT AND FULLY UNDERSTAND ITS TERMS. MY SIGNATURE BELOW IS VOLUNTARY AND INDICATES THAT I AND VOLUNTEER ACCEPT ALL TERMS OUTLINED IN THIS AGREEMENT AND THAT I HAVE LEGAL AUTHORITY TO SIGN.

Unless one parent has had their parental rights terminated by court order, both living parents must sign this Agreement.

_____ Minor Volunteer's Signature	_____ Printed Name	_____ Date
_____ Parent's/Legal Guardian's Signature	_____ Printed Name	_____ Date
_____ Parent's/Legal Guardian's Signature	_____ Printed Name	_____ Date