



VOLUNTEER MEMORANDUM OF UNDERSTANDING
Between Horsepower Sanctuaries, dba Redwings Horse Sanctuary
and

(hereinafter "the volunteer")

This document sets forth the responsibilities and understandings of the volunteer and of Redwings Horse Sanctuary regarding the volunteer's participation in volunteer programs partially or wholly coordinated by Redwings. The volunteer agrees to abide by the following sanctuary rules:

1. The Level One training allows the volunteer to groom and interact with "Level One - Green" horses. "Level One" approved horses are noted by a green sticker on the horses' name tags, located outside of each gate.
2. Level One volunteers **must** complete additional training in order to interact with "Level Two - Yellow" horses and "Level Three - Red" horses.
3. Volunteers are allowed to give "Level Two - Yellow" and "Level Three - Red" horses carrots but must remain on the outside of the fence prior to additional training.
4. Volunteers will not enter the four back pastures (including the mustang herd, two mare herds, and gelding herd) as they are marked "Do Not Enter - Staff Only," unless accompanied by the Equine Care Manager.
5. Volunteers will sign in and sign out on the volunteer timesheet. This is a safety measure to ensure staff know who is on the property in case of emergency.
6. Volunteers agree to visit only during the sanctuary's public open hours: Tuesdays - Saturdays from 8:00 a.m. to 3:00 p.m.
7. Redwings' equines are under the sole ownership of the Redwings Horse Sanctuary. Redwings' Equine Care Manager and Ranch Manager have authority over all Redwings' equine care, adoptions, and intake procedures. Volunteers agree to abide by staff decisions regarding Redwings' horses, including veterinary decisions such as end of life care. Volunteers will notify staff of any horse concerns and will not take matters upon themselves.
8. The volunteer understands that even gentle horses can be startled and behave unpredictably. The volunteer agrees to remain alert and aware when interacting with any Redwings horse, and to take special care when working within any herd group of horses.
9. The volunteer agrees to exercise caution when taking photographs or videos of Redwings horses on their cell phones. Cell phones must be turned to silent or off when interacting with horses and no calls will be taken or text messages sent within the horse pastures or stalls.
10. The volunteer agrees to wear closed-toed shoes.
11. The volunteer understands that no drugs or alcohol are allowed on sanctuary grounds.
12. The volunteer agrees not to disclose any confidential information that may be obtained over the course of volunteer work.



The volunteer and Redwings agree as follows:

- The volunteer performs the service of the volunteer's own free will, without promise, expectation, or receipt of remuneration. The volunteer is not an employee or agent of Redwings for any purpose and the volunteer's services are not controlled nor mandated by Redwings.
- If the volunteer is under the age of 18, the volunteer may only participate in volunteer service with the express written consent of the volunteer's parent or guardian. If the volunteer is under the age of 16, the volunteer must be always accompanied by a parent or guardian who has also completed the volunteer training.
- The volunteer understands and agrees that it is possible that the volunteer may be injured or otherwise harmed during volunteer service due to accidents, acts of nature, the volunteer's negligent or intentional acts, or the negligent or intentional acts of others; that while Redwings has taken some steps to reduce the chances of injuries or harm to the volunteer, that Redwings has no control over most risks, and, thus, cannot and does not guarantee nor take any responsibility for the safety of the volunteer or the volunteer's property while the volunteer is engaged in volunteer service; and that the volunteer must take full responsibility for himself or herself and assume the risk of harm or damage while serving by taking all necessary and reasonable precautions and acting in a manner that will help protect himself or herself and his or her property.
- The volunteer agrees to waive and release Redwings from all potential claims for injury, illness, damage, or death which the volunteer may have against Redwings that might arise out of the volunteer's service and to hold Redwings harmless there from.
- The volunteer agrees to exercise care and act responsibly in working with others and in interacting with Redwings' horses.
- If any injury or loss to another does occur due to the volunteer's intentional actions or due to volunteer's negligent actions arising outside of the scope of the volunteer's activities, the volunteer must accept the liability for and repair, or make reparations for, the harm done.
- Redwings is not providing the volunteer with insurance coverage for any injuries, conditions, or losses to the volunteer arising out of volunteer activities. Since volunteers are not Redwings employees, Redwings does not provide worker's compensation coverage for injuries or illnesses to the volunteer arising out of volunteer activities.
- All costs for injury or loss above the coverage provided by the volunteer's insurance are the volunteer's personal responsibility.
- Redwings aims to foster an environment of mutual respect with our volunteers. Volunteers agree to behave in a respectful and professional manner.

Volunteer Signature

Printed Name

Date

Redwings Representative Signature

Printed Name