TAYSIA BLUE RESCUE VOLUNTEER HANDBOOK

WELCOME TO TAYSIA BLUE

Taysia Blue Rescue is much more than just a breed rescue. It's a group of dedicated volunteers who share their commitment, their passion and their talent to help Siberian Huskies, Alaskan Malamutes, Husky or Malamute mixes and the people who love and live with them or wish to adopt them.

Your desire to help lost and abandoned animals is greatly appreciated! With the dedicated assistance of our volunteers, TAYSIA BLUE RESCUE is able to maintain high quality care of the dogs and continue its life-saving work.

Our Mission:

Taysia Blue Rescue strives to save lives by keeping Siberian Huskies and Alaskan Malamutes out of shelters. We provide them with medical attention, socialization, exercise, food and a safe place to live with volunteer foster families until we can find them forever homes.

Our Vision:

Taysia Blue Rescue envisions a time when all adoptable Siberian Huskies and Alaskan Malamutes have a loving home. Where all have their basic needs met, where all families are knowledgeable of the challenges and wonder of the breeds and where both humans and dogs become ambassadors of this vision.

Who we are:

Taysia Blue Rescue is a 501c3 nonprofit organization. We are a family of volunteers and advocates dedicated to helping local Siberian Huskies, Alaskan Malamutes and their guardians. We are funded solely and supported by the generosity of individuals and corporations in our communities. All of our dogs are located in approved foster homes in the metro areas of Omaha / Lincoln / Council Bluffs, Northwest Arkansas and Denver. Taysia Blue does not have a physical building and does not have set hours of operation.

Our Guiding Principles:

Be Kind. We demonstrate kindness and compassion for all living creatures, we treat others as we would want to be treated.

Respect the Individual. We value and recognize the contributions of each volunteer. We respect each other's opinions, even when we don't always agree. We aren't quick to judge and we listen openly. We respect the privacy and boundaries of adopters and volunteers. We approach each dog as a unique being with different needs. We own what we do and have a sense of urgency. We trust and empower each other to make decisions.

Strive for Excellence. We are open to change, we want to lead by example. We are agile and seek innovation. We strive to make at least one thing better every day. We work as a team and help each other.

Act with Integrity. We do what we say we are going to do. We value honesty and fairness. We are objective by making decisions based on Taysia Blue Rescue's interests and the dogs that count on us.

What we do:

- Provide impact on the communities that we serve by taking dogs from crowded shelters and finding a safe place for them in a Taysia Blue Rescue foster home.

- Taysia Blue Rescue works with the dogs while in foster care to minimize the challenges when moving to their permanent home.
- Taysia Blue Rescue works to set families up for success, by setting realistic expectations and matching them with the right dog to share their lifestyle.
- We support our adopters for life by providing on-going support and resources.
- We provide education and resources about the Siberian Husky and Alaskan Malamute breed to ensure that adoptive families can make an educated decision before adopting.
- We support responsible dog ownership by educating the public about spay and neuter and promoting good health and safety.
- We support and encourage positive reinforcement training techniques; believing it is better to teach a dog by showing them the behaviors that we want vs. punishment for what they did. We do not support the use of shock or prong collars.
- We give back to the community by helping out other animal welfare organizations and supporting other groups in need.

OUR APPROACH TO PEOPLE

Taysia Blue Rescue may approach animal rescue a little differently than some organizations. **We start with yes, and we start from a place of trust.**

We believe in the best in people and believe that most people love their pets and want to do the right thing for them. When someone adopts from Taysia Blue Rescue, we trust them to make thoughtful decisions for their dog and their family. Our role is not to judge or police people, or to look for reasons to say no. Our role is to help people succeed by providing information, resources, encouragement and support.

Sometimes circumstances change and someone is no longer able to keep their pet. We approach those situations with **empathy rather than judgment**. Surrendering or rehoming a pet can be an incredibly difficult decision, and making someone feel ashamed does not help the person or the animal.

This philosophy is an important part of who we are, and we ask every Taysia Blue Rescue volunteer to embrace it. In your interactions with adopters, potential adopters, pet owners and the public, assume positive intent, lead with curiosity and compassion, and look first for how we can help.

STAY CONNECTED & INFORMED

Our private Facebook groups are the primary way Taysia Blue Rescue communicates with volunteers. Important updates, questions, needs, events and other information are shared there, so volunteers are expected to regularly check the group(s) that apply to their role. Most volunteer documents, forms and reference materials can also be found under the Files section of the main Volunteer Facebook Group.

Volunteer Facebook Group: [LINK]
Other Private Facebook Group(s): [LINK(S)]

We also encourage volunteers to follow Taysia Blue Rescue on social media. Following and sharing our posts is an easy way to help more people learn about our dogs, our work and ways to get involved.

Facebook: https://www.facebook.com/TaysiaBlue

Instagram: https://www.instagram.com/taysiablue/

Facebook Groups:

Taysia Blue Rescue Volunteers

Taysia Blue Rescue Foster Volunteers

Taysia Blue Rescue Alumni + Family

Know our website, too. You don't need to memorize everything, but please spend some time exploring TaysiaBlue.com so you understand the information and resources available to the public.

In particular, we ask volunteers to:

- Read through our adoption process so you understand what potential adopters can expect and can accurately answer basic questions or direct them to the right information.
- Explore the **Resources section** and become familiar with what's available. You don't need to have every answer—knowing where to find good information and being able to point someone in the right direction is just as valuable.
- Become familiar with our programs and services so you can help people understand how Taysia Blue Rescue may be able to help.
- When you're unsure, ask. Please don't guess or offer personal opinions as Taysia Blue Rescue policy. Reach out to a team leader or direct the person to the appropriate Taysia Blue Rescue resource.

Website: https://taysiablue.com/

Adoption Process: https://taysiablue.com/adopt/process-and-policies

TAYSIA BLUE – "HOURS OF OPERATION"

We are an all-volunteer network. Most of our volunteers and leaders have outside jobs and family obligations. While we wish to be accessible to our volunteers, we ask that volunteers use discretion when reaching out to connect.

SPECIAL EVENTS AND ADOPTIONS

Typically, our events, dog meet & greets and adoptions occur on weekends. We try to keep events to no more than three hours between the hours of 11 am and 4 pm. Usually adoptions are scheduled at 10 am, 1:30 pm and 4 pm on Saturdays or Sundays. Adoptions are most often completed at the adopter's home, events and dog meet and greets are held in a variety of locations.

OBJECTIVES & EXPECTATIONS OF VOLUNTEERS

- To support TAYSIA BLUE programs and services.
- To help with the care and socialization of dogs in our care and assist with placing them in new appropriate homes.
- To teach humane and ethical treatment of animals.
- To abide by the policies and procedures of TAYSIA BLUE thereby presenting a positive image of TAYSIA BLUE to the public.

VOLUNTEERS CAN EXPECT:

- To be treated fairly with consideration and respect and to be given appreciation and encouragement of their volunteer work.
- To have the opportunity to share ideas, thoughts, and suggestions openly and honestly with TAYSIA BLUE team

leaders.
- To participate in orientations and on-the-job training to gain knowledge of TAYSIA BLUE policies and processes and the care and welfare of animals.

Standards of Conduct and Customer Service

We uphold the highest standards of conduct and service when representing TAYSIA BLUE. As a volunteer, you will be held accountable to these standards. Of course, no written standards can ever take the place of good judgment and common sense. When in doubt, remember that one of our guiding principles is the Golden Rule: "We treat all living creatures as we ourselves would wish to be treated."

- Be Professional. All volunteers are expected to present an image that is both professional and appropriate to their working conditions. Remember, you represent TAYSIA BLUE and the first impression you create may be a lasting one.
- Keep our booth / table and exhibit area neat and free of debris and personal items. Literature should be displayed neatly and be easily accessible.
- Practice active listening, give your undivided attention to the person you are speaking with and don't use technical jargon or terms that the other person may not understand. Be knowledgeable of our mission and keep up to date with what's happening at TAYSIA BLUE. If you don't know the answer to a question, be responsible for finding the answer. Know TAYSIA BLUE's mission and guiding principles and goals.
- Be present and on time for commitments made. The animals and other volunteers rely on you to honor your scheduled shift times.
- Respect the confidentiality of information.
- Working with animals is not always easy. Dealing with people and animals, at times, can cause strong emotional reactions. Regardless of what happens at events, in talking with the public or online and social media platforms, it is important that you do not express negative feelings and emotions to the public. What you do and say affects the public's view of TAYSIA BLUE, so be courteous and empathetic at all times.
- If an unresolved problem develops, bring it to the attention of a TAYSIA BLUE team leader.

  ・Do not advocate unavailable dogs for adoption.

- Familiarize yourself with, and adhere to, TAYSIA BLUE policies. Do not use your personal feelings as expertise when talking to the public.
- Familiarize yourself with the information on the website so you can give appropriate information to the public if they have questions.
- Discuss behavioral observations of the animal with team leaders.
- Educate the companion animal owner about providing a good home.
- Report any signs of illness in an animal to a TAYSIA BLUE team leader.
- Remember that we want animals to have the best possible homes. It may not be in the best interest of an animal to "push" for its adoption by a person who is not ready or capable of giving the animal the care it deserves.
- DON'T bring your companion animals to events unless prior arrangements have been made, we want our adoptable animals to be the star of the events. If we are low on dogs available for events, or we have a special success story to tell, we may ask or it may be appropriate to bring your resident dog.

DRESS CODE

Volunteers should wear casual clothing and TAYSIA BLUE logo shirts if you have them. Inappropriate clothing would include clothing that is revealing, clothing that contains inappropriate or suggestive language, etc.

Safety is also a concern, therefore, long pants and closed toed shoes with good traction are recommended.

STORAGE OF PERSONAL ITEMS

When attending public events, you are advised to leave your purse, wallet and belongings in your car or at home since there is no other convenient and secure place to store them. TAYSIA BLUE is not responsible for any lost or stolen items.

COMMITMENTS

The animals and the other volunteers rely on you to honor your volunteer shift commitments. In case of illness, tardiness, or vacation, please contact a TAYSIA BLUE team leader; or the Coordinator of the event you are scheduled to attend; as soon as possible, so that efforts can be made to find a substitute for your shift.

INSURANCE and EXPENSES

Cover all your own expenses associated with volunteering for TAYSIA BLUE. In certain instances, some expenses will be reimbursed, but you must receive approval in writing (i.e., email) from a TAYSIA BLUE team leader before TAYSIA BLUE will reimburse you for any expense.

Carry your own insurance coverage. TAYSIA BLUE does not carry health, medical, liability, automobile, worker's compensation or disability insurance coverage for any volunteer.

INJURIES

If you are injured while volunteering for TAYSIA BLUE, report the injury immediately to a team leader and document the injury in writing. A bite report may have to be filed, and appropriate quarantine procedures followed. In accordance with State Law and for your safety, the animal responsible for the injury may be quarantined and monitored for any signs of rabies.

ADOPTIONS

Volunteer Adoption Counselors play a big part in helping an animal find a new home.

An animal is considered for adoption when:

The animal has successfully met our criteria for Adoptable Animals: completed a behavioral evaluation and physical examination, and received vaccinations, is spayed or neutered and microchipped.

ANIMAL CARE STANDARDS

TAYSIA BLUE believes that all of its policies and procedures are fundamental to providing proper animal care. These include, but are not limited to:

- Providing all incoming animals with a basic health check to be performed by a veterinarian.
- Providing appropriate vaccinations, spay and neuter surgery and microchip.
- Providing animals with proper food and water, protection from the elements, adequate ventilation and temperature control, exercise, human interaction, and necessary and reasonable veterinary care
- Matching people who want to adopt with dogs that are a good fit for their household.
- Accepting previously adopted animals when they are returned by an adopter for any reason
- Using humane methods when animals must be euthanized

- Preventing reproduction by spaying and neutering them before they are adopted to new homes, unless it is unreasonable to do so for medical/health reasons.

EUTHANASIA

It is the belief of TAYSIA BLUE that euthanasia is not a desirable solution. Rather, we strive to provide programs that address our commitment to solving the problems that necessitate the killing of homeless and unwanted animals. TAYSIA BLUE will not euthanize an adoptable dog, but rather care for that dog in foster care until it is adopted or dies naturally.

Animals that are deemed unadoptable due to illness or severe behavior issues may be euthanized. A TAYSIA BLUE team leader will be present, if possible, and with the dog. All animals that must be euthanized will receive the dignity of a private cremation.

Representing Taysia Blue Rescue

When you're serving as a volunteer for Taysia Blue Rescue, what you say and do reflects on Taysia Blue Rescue as a whole. We know volunteers may have a variety of beliefs and values when it comes to animal welfare issues, and we sincerely accept this diversity of thought. But if there is an issue on which Taysia Blue Rescue has not taken a position, you should remain neutral on the matter while representing Taysia Blue Rescue. Any personal comments you make should be clearly identified as personal comments.

As a volunteer, you are permitted to act as a representative of Taysia Blue Rescue, but please do so only to the extent described in your position description.

Social media

Online communication tools such as blogs and social media networks (e.g., Facebook and Instagram) are becoming the go-to channels for people who are interested in keeping up with Taysia Blue Rescue. For that reason, and because your behavior as a volunteer reflects on Taysia Blue Rescue, please use good judgment whenever you contribute to Taysia Blue Rescue social media pages. We encourage volunteers to join online conversations and spread the word about Taysia Blue Rescue and our dogs, but you should never speak as an official representative of Taysia Blue Rescue.

When you are engaging with others via Social Media on behalf of Taysia Blue Rescue, please keep in mind the following:

- Be transparent: Identify yourself as a volunteer of Taysia Blue Rescue.
- Be accurate: Make sure you check your facts with a volunteer leader who's involved with the issue before posting. Take every precaution to gather the most current information available. Be the first to acknowledge and correct your own mistakes.
- Provide resources: Link back to our website whenever you can so that people can see where your information is coming from.
- Be considerate: Please do not use profanity, derogatory language or personal attacks, or engage in any other inappropriate conduct.
- Be real: Do not just copy and paste press releases or website content. Take talking points and put them in your own words. (The one exception is when you are quoting someone or using an official statement.)

  • Be professional: Do not allow legitimate online explanations of a position or debate to devolve into personal attacks, fights or flame wars that would reflect poorly on you or Taysia Blue Rescue. If you have any doubts about the appropriateness of your involvement in an online discussion, please disengage or do not get involved in the first place. Pass along the link to your volunteer coordinator.
- Protect sensitive information: Protect Taysia Blue Rescue's confidential and proprietary information as well as the personal information of others. Get permission to use copyrighted content such as photos or

videos, or to cite or reference our supporters, partners or suppliers. Do not disclose or use any
    - confidential or business information about Taysia Blue Rescue, such as member or donor information. Do not disclose personal information about co-workers, volunteers or former employees.

You are encouraged and welcome to use your own social media platforms to help promote adoptable animals, events, volunteer opportunities, advocacy, outreach and more. However, Taysia Blue Rescue volunteers are prohibited from starting any new social media properties that represent the organization. If you have any questions about this, please contact hello@taysiablue.com or Taysia Blue Rescue Experience Officer at Mike@TaysiaBlue.com.

Media contact

Media relations can be complex. For that reason, we ask that, as a Taysia Blue Rescue volunteer, you don't speak for Taysia Blue Rescue with the media without prior permission from your direct supervisor. Please send all media inquiries directly to Jackie@taysiablue.com. Please note that media inquiries are extremely time-sensitive and should be forwarded as soon as they are received.

Standards of conduct and customer service

Taysia Blue Rescue upholds the highest standards of conduct and service for the sake of saving the lives of animals. When you are serving as a Taysia Blue Rescue volunteer, we ask that you please do the same. Here are a few service guidelines that we kindly request you follow.

Be professional. As a Taysia Blue Rescue volunteer, please present an image that is both professional and appropriate to your working conditions. Remember, you represent Taysia Blue Rescue and the first impression you create may be a lasting one. Keep the following in mind:

- You should have a well-groomed appearance. Closed-toe shoes and pants (or capris) should be worn unless instructed otherwise.
- Taysia Blue Rescue T-shirts and name tags (if issued) should be worn and be visible at all times when representing Taysia Blue Rescue in public. Other attire should be clean and appropriate for the setting.
- Eating, drinking and gum-chewing are not recommended at event booths when visitors are present. No volunteer should ever smoke, drink alcohol or use drugs when representing Taysia Blue Rescue in public unless otherwise stated or specific to the event such as wine tasting, Huskies Rock, Mallies Roll, etc.
- Booth and exhibit areas should be kept neat and free of debris. Literature should be displayed neatly and be easily accessible.

Be responsible. Service begins and ends with individuals. While you cannot control what others do, you can guarantee the quality of your own individual contacts. Each individual can potentially make or break the chain of great service. Responsibility is the key to this process, so you should strive to provide accurate and timely information. And don't be afraid to ask for help from staff when you need it.

Be positive. A positive attitude is contagious. Approaching your assignment with enthusiasm and dedication will positively impact members, potential members and staff. Some other tips:

- Raise concerns and share ideas in a positive fashion; focus on solutions, not problems.
- Respond positively to complaints; never argue with anyone or dismiss someone's point of view.
- Offer additional services and information; add value to each interaction.

Be friendly, courteous and helpful. Common courtesy goes a long way toward making a favorable impression on our

current and potential volunteers, adopters, donors, corporate partners, and the general public. Remember the following:

- A smile goes a long way. Smile when someone approaches you at an event or function.
- Use the person's name whenever possible, and don't forget good manners.
- Practice active listening: Give your undivided attention to the person with whom you are speaking
- Treat each person with kindness, and as an individual.
- Please don't use slang and technical jargon or terms that the other person may not understand.

Be knowledgeable. It is crucial that you keep up-to-date with what's happening at Taysia Blue Rescue. The public sees you as someone who represents Taysia Blue Rescue, and they expect prompt, courteous and accurate responses to their questions and concerns, regardless of your individual specialty or field of knowledge. So, please stay up-to-date on Taysia Blue Rescue programs and services by reading our website, TaysiaBlue.com and newsletters. Know and understand Taysia Blue Rescue's mission and guiding principles. If you don't know the answer to a question, please ask your supervisor.

The above are only guidelines to providing great service. Of course, no written standards can ever take the place of good judgment.

Attendance policies and procedures

When you commit to a volunteer position, you become a valuable member of our team and play an important role in the success of Taysia Blue Rescue's mission. For that reason, we ask that you please do not make a commitment that you may be unable to fulfill, or take on responsibilities for which you feel unqualified.

Cancellations and 'no-shows'

We understand that life happens and you may not always be able to make it to your volunteer shift. If you are not available to complete the volunteer shift(s) for which you have committed, contact the applicable volunteer department leader as soon as possible. By doing so, this will make the shift available to other volunteers.

If you can't perform the duties of your volunteer position or meet required deadlines, and you don't notify leadership contact in advance, your participation in the volunteer program may be adversely affected. We encourage you to fulfill your commitment and help some wonderful homeless huskies and malamutes.

Regarding specific "no-show" policies, please consult with your volunteer team.

Confidentiality and Non-disclosure policy

As a volunteer, you are responsible for maintaining the confidentiality of all proprietary or privileged information of Taysia Blue Rescue to which you are exposed while serving as a volunteer. Failure to maintain confidentiality will result in termination of your relationship with Taysia Blue Rescue.

When you become a volunteer, you agree and understand that any breach of this confidentiality clause will cause Taysia Blue Rescue immediate and irreparable harm. You agree that Taysia Blue Rescue is entitled to injunctive relief or a preliminary injunction if this confidentiality clause is breached. You agree that Taysia Blue Rescue does not need to post a bond if Taysia Blue Rescue asks a court for a temporary injunction or interlocutory injunctive relief. Some volunteer positions may require you to sign a Non-Disclosure Agreement.

TERMINATION

Occasionally, a situation or circumstances may arise that requires the dismissal or termination of a volunteer from his/her position. Dependent upon the circumstances of each case, the process is generally, but not limited to, the following:

Initially, a TAYSIA BLUE Team leader will address the issue with the Volunteer.
Secondly, again contingent upon the circumstances, a letter will be issued by a team leader specifying terms of probationary requirements.

Finally, if all attempts to correct the recurrent problem fail, and after discussion with the Executive Director, a letter of dismissal will be issued by the Team Leader.

REASONS FOR DISMISSAL MAY INCLUDE BUT ARE NOT LIMITED TO:

- Inhumane treatment of animals
- Failing to adhere to Taysia Blue Rescue policies and procedures
- Insubordination
- Intoxication while volunteering
- Possession or use of drugs/narcotics while volunteering
- Any defacing of TAYSIA BLUE property
- Falsifying or defacing records or documents
- Failing to follow the chain of command
- Disclosing confidential information
- Theft of TAYSIA BLUE property or animals
- Failure to maintain harmonious relations with volunteers
- Providing false information about TAYSIA BLUE or any volunteer to a member of the public or to the media
- Negligence or willful misconduct causing personal injury, harm to an animal, or property damage
- Inhumane treatment of animals
- Inactivity
- Inappropriate or unprofessional conduct
- Excessive “no-show” for volunteer shifts
- Not fulfilling the duties of the volunteer position
- Misrepresentation of Taysia Blue Rescue
- Theft
- Violence or implication of violence

In summary, it is our hope that your volunteer efforts will be enjoyable and rewarding for you, the dogs, and the volunteers you work with. Please discuss any concerns you may have with your team leader. It is important that we resolve problems that arise so that we can work together effectively as a team.

When the relationship between Taysia Blue Rescue and a volunteer is terminated, all Taysia Blue Rescue property, if any has been issued, must be returned to the volunteer team contact immediately. All volunteer benefits will terminate as of that date.

Grievance procedure

If you have any questions or challenges regarding your volunteer assignment, please bring them to the attention of your supervisor or the volunteer department.

The volunteer department makes every effort to provide you with an opportunity to raise your questions in confidence

and without fear of reprisal or discrimination. Every effort will be made to investigate in a timely manner and settle the issue on a fair and equitable basis.

Requests for animal help

As a Taysia Blue Rescue representative, you may be asked by people in your community for help with specific animal situations. Here are some ways to handle these requests:

- To help people find solutions to common problems, direct them to our library of resources under RESOURCE tab on TaysiaBlue.com
- If they are looking to rehome their dog or if they are with a shelter looking for our help, please direct them to the CONTACT US section of the Taysia Blue Rescue website.
- If the person has witnessed animal abuse or neglect, tell him or her to report it to local authorities — the local police, animal control departments or humane society. Encourage people to report the abuse not only to help the animal in distress, but also to make local officials aware of the severity of the problem.
    - If you anticipate that the situation will become very public or you are contacted by the media or a high ranking official, please notify your Taysia Blue Rescue leadership contact to get further instructions.

When someone reaches out for help, begin with empathy and curiosity rather than judgment. Our first question should be, “How can we help?” Sometimes the right resources, information or support can help a pet remain with the family who loves them. If someone is no longer able to keep their pet, we approach that decision with the same empathy and respect.

Conflicts of interest

As a volunteer for Taysia Blue Rescue, you should avoid any outside activity that could negatively affect the independence and objectivity of your judgment, or interfere with the timely and effective performance of your duties and responsibilities, or that could discredit Taysia Blue Rescue or conflict or appear to conflict with Taysia Blue Rescue’ best interests. The success of Taysia Blue Rescue rests on its reputation and the goodwill of its many supporters.

Unless expressly authorized, no outside activity should involve the use of Taysia Blue Rescue assets, funds, materials, facilities, time or the services of other Taysia Blue Rescue volunteers and employees. Violations of this policy may result in release from volunteer service with Taysia Blue Rescue.

If you are asked to take part in an activity that conflicts with the vision and philosophies of Taysia Blue Rescue, or if a potential or actual conflict of interest arises, please contact your area leader.

Sexual harassment policy

Taysia Blue Rescue is committed to providing an environment that is free from harassment and unlawful discrimination. In accordance with all federal, state and local laws, Taysia Blue Rescue expressly prohibits discrimination or harassment based on race, color, religion, creed, gender, pregnancy, age, national origin, ancestry, physical or mental disability or handicap, citizenship, marital status, sexual orientation, military or veteran’s status, or any other protected classification.

Taysia Blue Rescue expressly forbids and will not tolerate any actions (e.g., words, jokes, comments or gestures) that unreasonably create an intimidating, hostile or offensive environment. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature where:

• Submission to such conduct is made a term or condition of volunteering, either explicitly or implicitly •

Submission to or rejection of such conduct has the purpose or effect of creating an offensive, hostile or

intimidating work environment

Anyone engaging in sexual or other unlawful harassment will be subject to release from volunteer service. If you believe you are the victim of harassment or have witnessed harassment of any kind, immediately notify the volunteer department.

Nothing in the handbook creates a contractual relationship or employee relationship between you (the volunteer) and Taysia Blue Rescue.

Taysia Blue Rescue will not tolerate any retaliation, harassment or intimidation of any volunteer who makes a complaint under this policy or who assists in a complaint investigation. Any retaliation, harassment or intimidation may result in release from volunteer service.

Investigation of reports of harassment will be conducted, and these investigations will be kept as confidential as is practical. Following the investigation, the volunteer who filed the complaint will be informed of the findings and the action taken. If, as a result of the investigation, Taysia Blue Rescue determines that an employee or volunteer has engaged in harassment or illegal discrimination in violation of this policy, Taysia Blue Rescue will take appropriate corrective measures. Such action may range from counseling to immediate termination of volunteer service or possible legal action.

Agreement and General Release

Thank you for offering your time to volunteer with TAYSIA BLUE. The work we do for the animals would not be possible without the help of our volunteers. Please read through the agreement below, complete the form at the bottom and return to a TAYSIA BLUE team leader.

Voluntary Acknowledgement and Participation. I acknowledge that I have voluntarily agreed to serve as a volunteer for Taysia Blue Siberian Husky Rescue, in Nebraska, Inc., a nonprofit corporation organized under the laws of the State of Nebraska ("TAYSIA BLUE"), I am referred to as a "Volunteer." I offer to perform as a Volunteer of my own volition. No one has demanded that I participate in any activity with TAYSIA BLUE.

Nature and Scope of Services. As a Volunteer, I will be contributing my time and effort to various rescue activities of TAYSIA BLUE and performing a wide range of Services (collectively, the "Services"). The Services will be performed by me as assigned by an officer, director, team leader or another volunteer of TAYSIA BLUE. In the course of performing the Services, I agree:

• To read the Volunteer Handbook (if applicable), sign up for the Taysia Blue Meet Up group, and otherwise complete all required orientation, training, and paperwork relating to my volunteer position(s).

• To disclose any physical or psychological limitations to appropriate team leaders before participating in any activity. Since I may be interacting with animals, healthy and sick, big and small, and may be lifting, carrying, moving, or otherwise engaging in physical labor, I will be respectful of my own limitations and will inform TAYSIA BLUE team leaders of any such limitations.

• To treat all TAYSIA BLUE volunteers, the animals, property, tools, and equipment with respect and kindness. I will also return all TAYSIA BLUE property when my volunteer relationship ends.

• That either I or TAYSIA BLUE can terminate this relationship at will.

No Compensation. I agree to provide my Services without compensation. I will not be compensated for my efforts nor am I an agent or contractor of TAYSIA BLUE. I agree that I am not and will not become an employee, partner, agent, contractor or principal of TAYSIA BLUE upon execution of this agreement or the performance of the Services.

Responsibility for My Own Acts and Omissions. I hereby agree to be legally and financially responsible and will indemnify and hold TAYSIA BLUE harmless for my own acts and omissions relating to the service I am voluntarily providing to TAYSIA BLUE . I acknowledge that I am responsible for providing my own medical, liability, and auto insurance during my volunteer service. I understand that I am not covered by workers' compensation nor insured by TAYSIA BLUE during the performance of my volunteer duties and tasks, including when driving a vehicle or transporting an animal.

Assumption of Risk. I am voluntarily participating in the activities of TAYSIA BLUE with full knowledge of the risks and dangers involved and hereby agree to accept any and all risks of injury, death, or damage to myself and/or my personal property. As a volunteer, I may come into contact with and interact with animals, and such work entails risk of personal injury due to proximity to animals, long-distance driving, and other considerations. These include, but are not limited to, being bitten, kicked, clawed, tripped, and possibly exposed to zoonotic diseases.

Photo, Video and Audio Release. I understand that as a volunteer of TAYSIA BLUE , I may be recorded on film, video or other electronic recording media. I hereby consent to such recording and to the use by TAYSIA BLUE of any recorded images or other media recordings of my name and likeness ("A-V Recordings") for any purpose related to furtherance of the objectives of TAYSIA BLUE, including use in TAYSIA BLUE media properties such as its website. In particular, I grant TAYSIA BLUE permission to copyright

and use, reuse, publish, and republish A-V Recordings, without restriction as to changes or alterations, for art, advertising, trade, or any other purpose. Further, I understand that all work product I create in my capacity as a volunteer for TAYSIA BLUE will be the property of TAYSIA BLUE and that TAYSIA BLUE will have the sole right to use, sell, license, publish, or transfer any such work product, in any and all media formats, including print, mechanical, and electronic formats. I will disclose any such work product to TAYSIA BLUE and assign all rights thereto to TAYSIA BLUE.

Release. As consideration for being permitted by TAYSIA BLUE to participate in activities and provide Services, I hereby agree that I, my assignees, heirs, distributees, guardians, and legal representatives will not make a claim against, sue, or attach the property of TAYSIA BLUE for injury or damage resulting from any act, omission, negligence or other acts, howsoever caused, by any employee, agent, contractor, or representative of TAYSIA BLUE as a result of my participation in activities and performance of the Services and any A-V Recordings.

I hereby release TAYSIA BLUE from all actions, claims, or demands that I, my assignees, heirs, distributees, guardians, and legal representatives now have or may hereafter have for injury or damage resulting from my participation in activities and performance of the Services and any A-V Recordings.

Confidentiality. During my association with TAYSIA BLUE and thereafter, I will keep confidential, refrain from disclosing to others, and use only in the performance of my volunteer duties, all confidential information of TAYSIA BLUE that I develop or learn about during the course of my association. I understand that this agreement covers all confidential business and technical information and know-how of or about TAYSIA BLUE which is not generally known to persons outside of TAYSIA BLUE and which I have not been specifically authorized to disclose or use. Examples of confidential information include, but are not limited to, information on finances, membership and donors, volunteer performance, research and development, the condition of rescued animals, campaigns, outreach programs and information received from others that TAYSIA BLUE has agreed to keep confidential.

I have read this Release Agreement and fully understand that I will relinquish all claims or actions known now or in the future against TAYSIA BLUE. I am of legal age and legally competent to sign this agreement. I am signing this agreement of my own free will without the influence of a TAYSIA BLUE team leader.

Arbitration. Any controversy or claim arising out of or relating to this agreement or its breach will be settled by arbitration in the State of Nebraska in accordance with the rules of the American Arbitration Association. Judgment on the award rendered by the arbitrators may be entered in any court having jurisdiction over the award.

Term of Agreement. I acknowledge that this agreement will apply to the entire term of my volunteer relationship, starting with the date I first perform volunteer duties for TAYSIA BLUE, even if it pre-dates the date of this agreement, and continuing as long as I continue to be a Volunteer and thereafter as is necessary to protect the interests and rights of TAYSIA BLUE arising herein with respect to confidentiality and use of my work products and/or A-V material as authorized above.

Governing Law. This agreement will be governed by and construed in accordance with the laws of the State of Nebraska without regard to conflicts of laws principles.

Name (printed clearly):

Phone:

E-mail:

Mailing address:

City State Zip:

Signature:

Date: