Silicon Valley Pride Volunteer Waiver and Agreement
Minor Volunteer Release and Waiver of Liability

PLEASE READ CAREFULLY! THIS IS A LEGAL DOCUMENT THAT AFFECTS YOUR LEGAL RIGHTS!

The minor volunteer (hereafter referred to as "Volunteer") and associated parent and legal guardian (referred to as "Guardian" hereafter), desire that the Volunteer work as a volunteer for Gay Pride Celebration Committee of San Jose, Inc., dba Silicon Valley Pride, a nonprofit corporation, their trustees, directors, officers, employees, and agents (collectively, "SVP") and engage in the activities related to being a volunteer. The Volunteer and Guardian do hereby freely, voluntarily, and without duress execute this Release under the following terms:

1. **Compensation.**
   As a volunteer of SVP, Volunteer and Guardian agrees that they are not an employee of SVP, and are not eligible to receive compensation for payment for their volunteer services. They are not included in SVP's Worker's Compensation benefits, even for accidents occurring while performing volunteer services, or any other employee benefit programs.

2. **Assumption of the Risk and Medical Treatment.**
   The Volunteer and Guardian understand that the work for SVP may include activities that may be hazardous to the Volunteer, including, but not limited to, loading and unloading, and transportation and other such activities as maybe needed. Volunteer and Guardian hereby expressly and specifically assume the risk of injury or harm in these activities and release SVP from all liability for injury, illness, death, or property damage resulting from the activities of the Volunteer's work for SVP. Volunteer and Guardian do hereby release and forever discharge SVP from any claim whatsoever which arises or may hereafter arise on account of any first aid, treatment, or service rendered in connection with the Volunteer's work with SVP or with the decision by any representative or agent of SVP to exercise the power to consent to medical treatment.

3. **Photographic Release.**
   Volunteer and Guardian do hereby grant and convey unto SVP all right, title, and interest in any and all photographic images and video or audio recordings made by SVP during the Volunteer's work for SVP, including, but not limited to, any royalties, proceeds, or other benefits derived from such photographs or recordings.

4. **Other Agreements.**
   Volunteer will immediately report accidents or injuries, if any, no matter what their extent or cause, received or observed by Volunteer while performing voluntary services, to any SVP board member, board associate or staff member, as well as to any police, security or other public/safety officer, nearest my vicinity. Volunteer shall not perform my duties under the influence of alcohol, recreational drugs, mind altering substances, or other intoxicants (including medical marijuana). Volunteer will accept appropriate and necessary supervision and direction in performing services from SVP staff, directors, board members and board associates. Volunteer understands that they are a volunteer at will, and if they fail to observe these policies, they shall be subject to immediate removal from the event without prejudice to further sanctions and actions post-event.

5. **Waivers and Release.**
   Volunteer and Guardian do hereby release and forever discharge and hold harmless SVP 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 Volunteer's work with SVP. Volunteer and Guardian understand that this Release discharges SVP from any liability or claim that the Volunteer or Guardian may have against SVP with respect to any bodily injury, personal injury, illness, death, or property damage that may result from Volunteer's work, whether caused by the negligence of SVP or its officers, directors, employees, agents or otherwise. Volunteer and Guardian also understand that SVP does not assume any responsibility for or obligation to provide financial assistance or other assistance, including but not limited to medical, health, or disability insurance in the event of injury or illness.

Printed Name and Age / Signature of Minor Volunteer	Date
Printed Name / Signature of Parent or Legal Guardian	Date