

Foothill Unity Center, Inc.
Minor Volunteer Release and Waiver of Liability (Ages 16–17)

This Release is signed by the undersigned parent or legal guardian (“Parent/Guardian”) on behalf of the minor volunteer (“Minor Volunteer”) in favor of Foothill Unity Center, Inc. and its directors, officers, employees, agents, affiliates, successors, and assigns (collectively, the “Released Parties”).

The Minor Volunteer seeks to volunteer in activities including food distribution, warehouse support, client assistance, outreach, and other assigned tasks (the “Activities”), which may involve physical labor, interaction with the public, working around equipment, and exposure to hazards.

Voluntary participation; not a condition of receiving services. Parent/Guardian and Minor Volunteer confirm participation is voluntary and not required to receive services or benefits from Foothill Unity Center.

1. Parent/Guardian consent to volunteer. Parent/Guardian gives permission for Minor Volunteer (age 16–17) to volunteer and confirms Parent/Guardian has legal authority to sign.

2. Release of liability; covenant not to sue (ordinary negligence only).

Parent/Guardian (on behalf of Minor Volunteer and Parent/Guardian) releases the Released Parties from claims arising out of or relating to Minor Volunteer’s participation in the Activities to the extent based on the ordinary negligence of one or more Released Parties.

Carveouts required by law. This Release does not apply to claims (if any) arising from: (i) gross negligence; (ii) willful misconduct or willful injury; (iii) fraud; or (iv) violation of law (whether willful or negligent), to the extent not legally waivable.

Covenant not to sue. Parent/Guardian agrees not to sue or bring any released claim against any Released Party.

Parent/Guardian understands Foothill Unity Center does not provide financial assistance (including medical insurance) if Minor Volunteer is injured or becomes ill.

3. Assumption of risk; safety rules; restricted tasks.

Parent/Guardian and Minor Volunteer understand volunteering has risks (lifting, outdoor work, interacting with the public, travel, and being near equipment). Minor Volunteer will not operate forklifts or other restricted machinery and will do age-appropriate tasks as assigned. Minor Volunteer will follow safety rules, use required PPE, and ask questions when unsure.

4. Emergency medical authorization and information.

If Minor Volunteer is injured or becomes ill, Parent/Guardian authorizes Foothill Unity Center to call 911 and/or seek emergency care. Parent/Guardian is responsible for costs. Any liability

release related to emergency assistance is limited to the extent permitted by law (and excludes gross negligence, willful misconduct, and violation of law).

Emergency medical information

Allergies: _____

Medications: _____

Medical conditions: _____

Preferred hospital/doctor (if any): _____

5. Insurance. Parent/Guardian understands Foothill Unity Center does not provide health/medical/disability insurance for Minor Volunteer and Parent/Guardian is responsible for coverage.

6. Mandated reporting and limited confidentiality notice.

Parent/Guardian and Minor Volunteer understand staff cannot promise confidentiality when safety is at issue or reporting is required by law.

Certain Foothill Unity Center personnel may be mandated reporters depending on role/duties; mandated reporters must report suspected child abuse/neglect in their professional capacity or within scope of employment, including immediate phone reporting and written follow-up within 36 hours.

Foothill Unity Center trains staff regarding these obligations and may report concerns as required or permitted by law.

Reporter identity protections and statutory immunities may apply.

Depending on circumstances/roles, elder/dependent adult abuse reporting duties may also apply.

7. Photo/media release. Parent/Guardian understands and agrees that third-party news media, including television, print, and digital media outlets, may be present at Foothill Unity Center events and may independently photograph, film, or record event activities for news or public affairs coverage. Parent/Guardian grants permission for images/video/audio of Minor Volunteer during Activities to be used for Foothill Unity Center promotional, fundraising, and program purposes without compensation; Parent/Guardian may revoke future use by written notice, without requiring recall of already published materials.

8. Supervision and conduct. Minor Volunteer will be generally supervised but not under constant one-on-one supervision. Minor Volunteer must follow instructions and policies; unsafe or disruptive conduct may result in removal.

9. Electronic signatures (if used). If signed electronically, Parent/Guardian agrees to conduct this transaction by electronic means and understands electronic signatures/records generally have legal effect.

10. Miscellaneous. California law governs; severability applies; disputes not barred by the Release will be brought in a court of competent jurisdiction in California.

Signatures

Minor Volunteer Name: _____ DOB: _____

Parent/Guardian Name: _____

Parent/Guardian Signature: _____ Date: _____

Emergency Contact Phone: _____

Minor Volunteer Acknowledgement (required)

I am 16–17. I read this with my Parent/Guardian. I understand I must follow safety rules and instructions.

Minor Volunteer Signature: _____ Date: _____