



Volunteer Waiver of Liability

The Volunteer desires to work as a volunteer for THE INTERVALE CENTER INC and engage in the activities related to being a volunteer (the "activities"). The Volunteer understands that the Activities may include, but may not be limited to, use and transport of various tools, activities in proximity to moving vehicles, activities in the outdoors where volunteers may be subjected to changing weather conditions, insects and other pests and irritants, and activities which may expose the Volunteer to other potential hazards.

The Volunteer hereby freely, voluntarily, and without duress executes this Release under the following terms:

Release and Waiver: Volunteer does hereby release and forever discharge and hold harmless THE INTERVALE CENTER INC 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 Activities with THE INTERVALE CENTER INC.

Volunteer understands that this Release discharges THE INTERVALE CENTER INC from any liability or claim that the Volunteer may have against THE INTERVALE CENTER INC with respect to any bodily injury, personal injury, illness, death, or property damage that may result from the Volunteer's Activities with THE INTERVALE CENTER INC, whether caused by the negligence of THE INTERVALE CENTER INC or its officers, director, employees or otherwise. Volunteer also understands that THE INTERVALE CENTER INC 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.

Medical Treatment: Volunteer does hereby release and forever discharge THE INTERVALE CENTER INC 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 Activities with THE INTERVALE CENTER INC.

Assumption of Risk: The Volunteer understands that the Activities include work that may be hazardous to the Volunteer, including, but not limited to transportation.

Volunteer hereby expressly and specifically assumes the risk of injury or harm in the Activities and releases THE INTERVALE CENTER INC from all liability for injury, illness, death, or property damage resulting from the Activities.

Insurance: The Volunteer understands that THE INTERVALE CENTER INC does not carry or maintain health, medical, or disability insurance for any Volunteer.

Other: Volunteer expressly agrees that this Release is intended to be as broad and inclusive as permitted by the laws of the State of Vermont and that this Release shall be governed by and interpreted in accordance with the laws of the State of Vermont. Volunteer agrees that in the event that any clause or provision of this Release shall be held to be invalid by any court of competent jurisdiction, the invalidity of such clause or provision shall not otherwise affect the remaining provisions of this Release which shall continue to be enforceable.

Volunteer General Safety Rules

(Updated June 1, 2020 to include COVID-19 safety)



Dear Volunteer,

Please read the following general Intervale Center volunteer safety list. We care about your health and well-being so if you have any questions, we are happy to provide you with more information.

- **COVID-19 and Respiratory Illness Safety and Rules** **See attached supplemental guidelines for specific activities.*
 - Volunteers are welcome at the IC and should know that we are making every effort to create safe, physically distanced opportunities for volunteers across our programs. They should follow organizational and program-specific guidelines for safety, as outlined in the volunteer general safety rules, in this memo and through volunteer job-specific communications. All volunteers should know:
 - All volunteers must take and record their temperature before arriving for their shift and be prepared for their IC supervisor to inquire about how they are feeling. Do not attempt to volunteer if you are experiencing symptoms such as a fever, shortness of breath, cough, GI upset, exhaustion or headache; if you've attended an event with more than 10 people, or if you've reentered the state in the last 14 days.
 - Please bring a mask/ fabric face covering for yourself, and plan to wear for the duration of your volunteer shift.
 - Our offices are currently closed, so **please bring your own water bottle(s) with plenty of drinking water and a snack.**
 - Please **bring personal sunscreen, bug spray, and gardening gloves** for outdoor activities (we are not able to safely share any communal sunscreen/bug sprays).
 - **Restrooms:** Located near the Intervale Center farmhouse office, there is one handicap-accessible port-a-let stocked with hand sanitizer on site for volunteers' use.
 - We have one **outdoor hand washing station on site** near the Intervale Center farmhouse office. We encourage volunteers to bring their own personal hand sanitizer/wipes.
 - If you have your own work gloves or tools, we encourage you to bring your own to reduce risks associated with shared tools.

Volunteer General Safety Rules continued



- **DO NOT attempt to volunteer if you have:**
 - Experienced symptoms such as a fever, cough or shortness of breath that could be related to COVID-19 in the last 14 days
 - Been around anyone who has tested positive for COVID-19 in the last 14 days
 - Traveled to any foreign country / Been on a cruise or been in an airport in the last 14 days
 - Been to an event where more than 50 people were in attendance in the last 14 days
 - **Current VT Health Department guidelines require 14 days self-quarantine for anyone who recently entered (or reentered the state).**
- **DO NOT consider volunteering if you live with or are in frequent contact with people in the higher risk categories.**
- **DO ask about any risk that may be associated with the task and DO NOT take part if you are uncomfortable with the level of risk.**
- **DO practice universal infection control precautions:**
 - Clean and wash your hands for a minimum of 20 seconds before and after volunteering, and before and after eating.
 - Avoid physical contact with others and maintain a physical distance of at least 6 feet at all times.
 - No handshakes, high-fives, fist bumps, or hugs.
 - Cover your cough and sneezes with your elbow or tissue, even with a face covering.
 - If soap and water are not readily available, use a hand sanitizer that contains at least 60% alcohol. Cover all surfaces of your hands and rub them together until they feel dry.
 - Avoid touching your eyes, nose, and mouth with unwashed hands.
 - Avoid eating until after the volunteer shift or ask IC staff where to safely consume your snack. Clean or wash your hands before and after eating.

Intervale Center Basic General Safety Rules



- The Intervale Center is a tobacco and substance-free property. This includes products related to smoking, chewing tobacco, and vaporizing, and includes all farm fields, trails, and trailheads.
- Lock your car at all times. Don't leave valuables in your car—if you have to, do not leave them visible.
- Try to avoid walking or working alone. Have a cell phone with you if you have to be alone in case of emergency.
- Always check in with your supervisor before you go out to work and again when you come back in. Make sure someone knows that you are at the Intervale Center volunteering.
- First aid kits are kept in all Intervale vehicles, in the farmers storage barn and wash station, in the Calkins office building kitchen.
- Lightning 30/30 rule: If it takes less than 30 seconds to hear thunder after seeing the flash, lightning is near enough to pose a threat and all staff and volunteers must seek shelter indoors; after the storm ends, wait 30 minutes before resuming outdoor activities.
- **Tool Safety**
 - Hoes and shovels: Always carry with the sharp tip to the ground. Never swing above your knees.
 - Knives: Be aware of the blade! When carrying, place blade under arm. Always cut away from yourself, but be careful of the plants.
 - Clippers/Loppers: Be aware of the blade—keep body parts away (i.e. fingers)! When carrying, place blade under your arm. Do not place blade in dirt; it dulls the blade.
- **Awareness of machinery/tractors/cars**
 - People operating tractors wear ear protection—this means they can't hear you! Be aware of where they are in the field and always give them the right of way.
 - Don't assume the person on a tractor can see you—keep a safe distance at all times.
 - When driving in the Intervale always give tractors the right of way
 - When walking, make sure to stay to the side of the road so vehicles and tractors can pass.
- **Plants to be aware of- do not touch or eat anything you do not know!**
 - Stinging nettle, Cow parsnip/Wild parsnip, Burdock, Poison Ivy.
- **Be aware of Ticks**
 - Deer ticks live in the grasses and woods and can cause Lyme disease. Ticks actively seek warm bodies. Remember to check your person for unwanted small friends. Tweezers can be found in every first aid kit.
- **Ergonomics**
 - Always lift from the legs, not from the back.
 - Be aware of repetitive motions.
 - Work smarter not harder!
- **Body awareness**
 - Watch where you are stepping! Plants get crushed easily.
 - Never sit on your bottom when weeding—kneel or stand, it is much more efficient.
- **Vehicles**
 - Always wear your seatbelt.
 - Never ride in the back/bed of a truck or tractor.
- **Clothing**
 - Wear appropriate clothing and layers for the season and the job to be done (i.e. winter boots and gloves during the winter).
 - Wear closed toe shoes or boots while volunteering outdoors.

Supplemental Safety Rules and Guidelines for Intervale Conservation Nursery Volunteer Activities



- **COVID-19 and Respiratory Illness Safety and Rules** **In addition to General Intervale Safety Rules*

- Please bring a mask/ fabric face covering for yourself, and plan to wear for the duration of your volunteer shift.

Consider this from executive order language re: strenuous activity: “Masks are not recommended for **strenuous outdoor activity**, anyone under the age of 2, anyone with a medical condition that is complicated or irritated by a facial covering, or anyone with difficulty breathing. Businesses and non-profit and government entities may require customers or clients to wear masks. The legislative body of each municipality may enact more strict local requirements regarding mask use than those set forth herein.”

If volunteers and Intervale Center/ ICN staff are outdoors and at distances of 6 or more feet apart, masks may be removed temporarily for ease of breath while performing **strenuous outdoor activity.*

- Our offices are currently closed, so **please bring your own water bottle(s) with plenty of drinking water and a snack.**
 - Please **bring personal sunscreen, bug spray, and gardening gloves** for outdoor activities (we are not able to safely share any communal sunscreen/bug sprays).
 - **Restrooms:** Located near the Intervale Center farmhouse office, there is one handicap-accessible port-a-let stocked with hand sanitizer on site for volunteers’ use.
 - This restroom is a significant distance (15 minute walk) from the Nursery growing field. Please plan accordingly! Any other port-a-lets in the Intervale are not intended for volunteers and are not sanitized/ maintained by Intervale Center staff.
 - We have one **outdoor hand washing station on site** near the Intervale Center farmhouse office. We encourage volunteers to bring their own personal hand sanitizer/wipes.
 - If you have your own shovel or hand trowel and would like to bring it, please do so.
 - Please bring gloves/gardening gloves if you wish for handling trays of seedlings and for transplanting in general.
- **Off-Site work**
 - ICN goes outside of the Intervale during the winter to collect plant cuttings. It is important to be aware of ice hazards such as ponds and rivers—don’t step on anything that may not support your weight or may be extremely slippery!
 - When pulled over on the side of the road at a new location, it is also important to be aware of the road—exit and enter the vehicle carefully and take caution when loading the vehicle.

Supplemental Safety Rules and Guidelines for Land Stewardship, Gleaning, People's Garden & People's Farm Volunteer Activities



- **COVID-19 and Respiratory Illness Safety and Rules **in addition to General Intervale Safety Rules***

- Please bring a mask/ fabric face covering for yourself, and plan to wear for the duration of your volunteer shift.

Consider this from executive order language re: strenuous activity: "Masks are not recommended for **strenuous outdoor activity**, anyone under the age of 2, anyone with a medical condition that is complicated or irritated by a facial covering, or anyone with difficulty breathing. Businesses and non-profit and government entities may require customers or clients to wear masks. The legislative body of each municipality may enact more strict local requirements regarding mask use than those set forth herein."

If volunteers and Intervale Center staff are outdoors and at distances of 6 or more feet apart, masks may be removed temporarily for ease of breath while performing **strenuous outdoor activity.*

- Our offices are currently closed, so **please bring your own water bottle(s) with plenty of drinking water and a snack.**
 - Please **bring personal sunscreen, bug spray, and gardening gloves** for outdoor activities (we are not able to safely share any communal sunscreen/bug sprays).
 - **Restrooms:** Located near the Intervale Center farmhouse office, there is one handicap-accessible port-a-let stocked with hand sanitizer on site for volunteers' use.
 - This restroom is a significant distance (20 minute walk) from the People's Farm field. Please plan accordingly! Any other port-a-lets in the Intervale are not intended for volunteers and are not sanitized/ maintained by Intervale Center staff.
 - We have one **outdoor hand washing station on site** near the Intervale Center farmhouse office. We encourage volunteers to bring their own personal hand sanitizer/wipes.
 - If you have your own tools (shovel, hand trowel, harvest knife, pruners, loppers) and would like to bring it, please do so. Contact program staff to learn which tools would be useful.
 - Please bring gloves/gardening gloves if you wish for handling trays of seedlings, transplanting, removing invasive plants, and outdoor activities in general.
 - Avoid touching your eyes, nose, and mouth while gleaning/ harvesting produce.
 - Avoid eating until after the volunteer shift or ask IC staff where to safely consume your snack. Clean or wash your hands before and after eating.
- **Off-Site work**
 - Gleaning meets at partner farms outside of the Intervale sometimes. Directions and contact information for program staff will be provided before the off-site shift. Exercise caution, awareness, and respect when on partner farms' property.
 - When pulled over on the side of the road at a new location, it is also important to be aware of the road—exit and enter the vehicle carefully and take caution when loading the vehicle.