



Gig Harbor BoatShop

Preserving the Working Waterfront

Volunteer Application

Required	Full legal name (First, Middle Initial, Last)		Gender <input type="checkbox"/> M <input type="checkbox"/> F <input type="checkbox"/> N/A
			Date of Birth
Mailing Address		Preferred Contact Number	
		Email	
Would you like to receive our e-newsletter? (Separate from volunteer emails?)			<input type="checkbox"/> Yes <input type="checkbox"/> No
Emergency Contact	Name/Relation		Contact Number
Optional	Personal Information	Employer/Job Title	GHB Member? <input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> Employer matches volunteer contributions?	
Why are you interested in volunteering at GHB? Do you have any previous volunteer experience?		Please share any relevant professional experience, hobbies, skills, board, club or professional affiliations?	Do you have any physical or other limitation you'd like us to know about? Please describe:

Initial _____ "I grant the Gig Harbor BoatShop (GHB) permission to run a background check and understand that GHB may deny participation in the volunteer program if there is reason to believe a volunteer's participation would violate GHB's goal to provide a safe environment for program participants, other volunteers, staff or visitors." (GHB's full Background Check policy is stated in the Volunteer Handbook)

Signature _____

Date _____

If you are under the age of 18, please have a parent or guardian sign: _____

Office uses: Orientation Date: _____ Background Check: _____ National Sex Offender Registry check: _____



Gig Harbor BoatShop Policies

Work Environment

A respectful work environment is essential to the well-being of both paid and unpaid employees. The Gig Harbor BoatShop (“GHB”) does not condone and will not tolerate harassment or abusive treatment by any employees, volunteer, or member (collectively, “member”) of any applicant, employee, volunteer, member, visitor, or program participant on account of the latter’s race, religion, color, political ideology, national origin, creed, ancestry, mental or physical disability, medical condition, marital status, age, gender, gender identity, or sexual preference.

Harassment

Harassment is a form of misconduct that demeans another person and unreasonably interferes with a person’s work performance and/or creates an environment that is intimidating, hostile, or offensive. Harassment can be based on an individual’s race, religion, gender identity or sexual preference, but it is not limited to these factors. Harassment may be verbal, physical, visual or sexual and includes, but is not limited to, derogatory comments, jokes, posters, abusive language, shouting, physical assault, and/or unwelcome sexual advances which create a hostile or offensive environment.

Sexual Harassment

Sexual harassment refers to conduct or behavior of a sexual nature that is unwelcome and creates an offensive or hostile environment. Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute “sexual harassment” when:

1. Submission to such conduct is made explicitly or implicitly a condition of an individual’s employment or advancement; or
2. Rejection of such conduct is used as a basis for any employment decision affecting the individual; or
3. The harassment has the purpose or effect of unreasonably intimidating, hostile or offensive to any member of GHB

For example, unwanted physical contact, foul language, sexually oriented propositions, e-mails and other internal correspondence, jokes or remarks, obscene gestures or the display of sexually explicit pictures, cartoons, or other materials that may be considered offensive to another employee and thus should not occur.

Harassment of Members or Guests

The harassment policy in this document is equally applicable to harassment directed at any member or guest of a member using GHB facilities or attending GHB sponsored events.

Reporting Harassment

Members and/or their guests who believe they have been subjected to conduct in violation of GHB’s anti-harassment policy should promptly report the matter to their immediate supervisor, to GHB’s Executive Director, or to any member of GHB’s Board of Directors.

GHB will not discriminate or retaliate against any member and/or their guests for reporting what he/she believes is conduct in violation of this policy. Any reported incident of harassment will be investigated. GHB will endeavor to protect the privacy and confidentiality of all parties involved. If GHB determines that harassment, unlawful discrimination or retaliation has occurred, it will take appropriate corrective action, which may result in disciplinary action including termination of GHB employment, volunteer or membership in GHB, as well as denial of permission to be present at GHB facilities and events.

Minor Volunteers and Parent

GHB allows minors (ages 13 to 18) to be volunteers under the following conditions:

1. The minor volunteer must be under their (undersigned) parent’s supervision at all times while at GHB.
2. The minor must not operate dangerous machinery
3. The minor, having read and understood them, must sign all other Volunteer Application documents.
4. The parent of the minor must agree to monitor their child’s activities in keeping with all GHB policies.

I have read and understand the policies stated above and agree to comply with them

Minor Signature

Print Name

Date

Minor’s Parent Signature

Print Name

Date

I have read and understand the policies stated above, and agree to comply with them.

Signature

Print Name

Date



**WAIVER OF CLAIMS
LIMITATION OF LIABILITY AND
INDEMNITY AGREEMENT**

- A separate agreement is required for each child, minor or adult.
- Parent or legal guardian for children under age 18 must sign agreements for self and on behalf of child.

PLEASE PRINT:

Participant Name: _____ **Age if under 18:** _____
FIRST M.I. LAST

Primary Phone: _____ **Email:** _____

PARENT/GUARDIAN OF MINOR PARTICIPANT (if under 18):

Name of Parent/Guardian: _____

Liability Release: I acknowledge and accept on my own behalf and, if I am a parent or guardian, on behalf of the minor participant, the terms and conditions of this WAIVER OF CLAIMS, LIMITATION OF LIABILITY AND INDEMNITY AGREEMENT (referred to in these documents as the "Release"). When I state in this Release that I agree, acknowledge, recognize, release, waive or any similar term, I am making this promise on behalf of myself as well as on behalf of the minor participant if I am the parent or guardian of the minor. I agree as follows:

THIS WAIVER OF CLAIMS, LIMITATION OF LIABILITY AND INDEMNITY AGREEMENT AFFECTS MY RIGHTS

Waiver of Claims: I recognize that the Gig Harbor BoatShop program will be conducted on the water and on piers, floats and docks and there will be risks of injury or death to my person because of where and how the program will be conducted. Such risks will include, but not be limited to, the risks of getting cold and wet, risks inherent with getting in and out of small boats and other risks associated with row boats and sail boats being used on Puget Sound. I further recognize the inherent dangers of sailing, rowing and water-related activities. I, as a specific condition of participation and except as provided in the Limitations of Liability paragraph, release and waive any and all claims for property damage, personal injury, bodily injury or consequential damages resulting from the actions of the Gig Harbor BoatShop, its employees, officers, directors, managers, agents and/or volunteers, and/or any affiliated third parties.

Limitations of Liability: I further consent to the specific limitation of liability of the Gig Harbor BoatShop, its employees, officers, directors, managers, agents and/or volunteers, and/or any affiliated third parties. In the event I am injured or sustain damages or injuries, whether direct, indirect, or to be paid to a third party caused or resulting from any negligence on the part of the Gig Harbor BoatShop, its employees, officers, directors, managers, agents and/or volunteers, and/or any affiliated third parties, I AGREE THAT MY SOLE SOURCE AND AMOUNT OF PAYMENT FOR SUCH INJURIES OR DAMAGES SHALL BE LIMITED TO THE FULL REFUND OF MY GIG HARBOR BOATSHOP PARTICIPATION FEE. I AGREE THAT UNDER NO CIRCUMSTANCES WILL THE AMOUNT OF ANY CLAIM THAT I MAKE, DIRECTLY OR INDIRECTLY AGAINST THE GIG HARBOR BOATSHOP, ITS EMPLOYEES, OFFICERS, DIRECTORS, MANAGERS, AGENTS AND/OR VOLUNTEERS, AND/OR ANY AFFILIATED THIRD PARTIES, EXCEED MY PARTICIPATION FEE. I expressly recognize and agree that the Gig Harbor BoatShop, its employees, officers, directors, managers, agents and/or volunteers, and/or any affiliated third parties, are under no circumstances to be held liable for the conduct of any other parties during or related to a Gig Harbor BoatShop program. I expressly waive any claims for personal injury, bodily injury, property damage, or otherwise against the Gig Harbor BoatShop, its employees, officers, directors, managers, agents and/or volunteers, and/or any affiliated third parties caused by or related in any way to the conduct of other parties.

Own Insurance: I understand I have been strongly advised to procure my own prudent levels of medical insurance and other types of insurance for my property, my children, and myself covering program/event participation. I understand and recognize that I must and will look solely to my own insurance, if any, for any loss, injury or damage occurring at, or relating to, any Gig Harbor BoatShop program/event other than as provided in the Limitations of Liability paragraph. I understand and agree that the Gig Harbor BoatShop has no obligation to procure medical insurance on my behalf.

Indemnification: I agree to completely indemnify and hold harmless the Gig Harbor BoatShop, its employees, officers, directors, managers, agents and/or volunteers, and/or any affiliated third parties, from any claim from any third party, minor or otherwise, resulting from my negligent or culpable conduct occurring during my participation in a Gig Harbor BoatShop program/event. This indemnification includes, but is not limited to, attorney fees and costs incurred by Gig Harbor BoatShop in defending against such a claim.

No Modification/Consent by Participation: This Release may not be bypassed or modified by any person without the express written consent of the Board of Directors of the Gig Harbor BoatShop.

Rules: I agree to follow all safety procedures as established by the Gig Harbor BoatShop while participating in any Gig Harbor BoatShop program/event, to not engage in any disruptive, reckless or irresponsible behavior; and to display care in the use of program boats and equipment. Failure to abide by these rules may result in suspension or expulsion from the program/event, which will result in forfeiture of tuition/fees.

Photo Release: I give permission for the Gig Harbor BoatShop staff and/or any person acting on its behalf to photograph myself and allow the Gig Harbor BoatShop to use these pictures as it sees fit. I release all publication rights to said photos.

Binding on Heirs: This Agreement is binding upon myself, on my marital community, and on my heirs, successors, and assigns.

I state that I am of lawful age and legally competent to sign this affirmation and release; that I understand the terms herein are contractual and not a mere recital; and that I have signed this document as my voluntary act and intend to be bound by these terms.

I HAVE FULLY INFORMED MYSELF OF THE CONTENT OF THIS AGREEMENT BY READING IT BEFORE I SIGNED IT.

Participant's Signature (even if a minor): _____ **Date** ___/___/___

IF PARTICIPANT IS A MINOR:

Signature of Parent/Guardian of Minor: _____ **Date** ___/___/___