



Event _____

WEforce Inc. SAFE HARBOR PARTICIPANT & VOLUNTEER WAIVER Release of Liability, Waiver of Claims, Assumption of Risk, Indemnity Agreement & Photo/Media Release Please read this agreement carefully before signing. By signing and submitting this form, I acknowledge that I am voluntarily participating in a program, event, volunteer activity, community activity, or other activity organized, sponsored, hosted, or coordinated by WEforce Inc. and/or its Safe Harbor program.

Participant Information

First Name _____

Last Name _____

Age _____

Contact information _____

Date _____

Emergency Contact information _____

Participation and Acknowledgment of Risk I understand that participation in WEforce Inc. and Safe Harbor programs, events, volunteer projects, recreational activities, property-related activities, community gatherings, transportation activities, and other sponsored or coordinated activities may involve foreseeable and unforeseeable risks. These may include slips, trips, falls, cuts, strains, sprains, bodily injury, outdoor or volunteer-related activities, contact with equipment, tools, materials, vehicles, structures, animals, insects, plants, weather, environmental conditions, illness, communicable disease, transportation-related risks, acts or omissions of other participants or third parties, and other risks ordinarily associated with the activity in which I choose to participate. I understand that serious injury, permanent disability, illness, property damage, or death may occur in connection with certain activities. I knowingly and voluntarily accept and assume the risks associated with my participation. 2. Release and Waiver of Liability To the fullest extent permitted by applicable law, I release and discharge WEforce Inc., Safe Harbor, and their respective directors, officers, employees, volunteers, agents, representatives, contractors, sponsors, partners, property owners, affiliates, successors, and assigns from claims arising out of or related to my voluntary participation in WEforce or Safe Harbor activities. This release includes claims for personal injury, illness, death, or property loss or damage arising from the ordinary risks associated with participation or, to the extent permitted by California law, the ordinary negligence of a released party. I understand that this agreement is intended to release claims only to the extent legally enforceable and does not waive rights that cannot lawfully be waived. 3. Medical Treatment

and Emergency Assistance If I become injured or ill while participating in a WEforce Inc. or Safe Harbor activity and I am unable to provide instructions, I authorize WEforce representatives to obtain reasonable emergency assistance for me when circumstances reasonably require it. I understand that WEforce Inc. does not assume responsibility for medical expenses resulting from my participation unless otherwise required by law. I remain responsible for providing accurate emergency contact and health-related information when such information is requested for a particular program. Page 1 WEforce Inc. | Safe Harbor4. Property and Personal Belongings I understand that I am responsible for my personal belongings while participating in WEforce Inc. or Safe Harbor activities. To the extent permitted by law, I understand that WEforce Inc. is not responsible for personal items that are lost, stolen, damaged, or misplaced during my participation. 5. Participant Conduct I agree to follow reasonable safety instructions, program rules, property rules, and directions provided by authorized WEforce Inc. or Safe Harbor representatives. I understand that conduct that threatens the safety or well-being of participants, staff, volunteers, residents, visitors, or property may result in my removal from an activity or program. Page 2 WEforce Inc. | Safe Harbor6. Photo, Video & Media Release

I GIVE PERMISSION,I authorize WEforce Inc. and Safe Harbor to photograph, film, or otherwise record my image, voice, and likeness while I participate in WEforce activities. I authorize WEforce Inc. to use approved photographs, video recordings, audio recordings, or similar media for legitimate nonprofit purposes, including WEforceInc.org, social media, newsletters, program reports, grant reporting, fundraising materials, community outreach, promotional materials, and documentation of WEforce and Safe Harbor programs. I understand that I will not receive compensation for authorized uses unless a separate written agreement provides otherwise. n NO, I DO NOT GIVE PERMISSION I do not authorize WEforce Inc. or Safe Harbor to use identifiable photographs, video recordings, or other media featuring me for promotional or publicfacing purposes. 7. Indemnification To the extent permitted by law, I agree to indemnify and hold harmless the released parties from claims, losses, or expenses arising directly from my own intentional misconduct or wrongful acts during my participation. Nothing in this provision is intended to require me to indemnify another party for conduct for which indemnification cannot legally be required. 8. Severability If any portion of this agreement is determined to be invalid or unenforceable, I agree that the remaining provisions will continue in effect to the fullest extent permitted by law. This agreement is intended to be interpreted consistently with the laws of the State of California. 9. Acknowledgment of Understanding By signing below, I acknowledge that I have read this agreement, understand its contents, have had an opportunity to ask questions before signing, understand that this agreement includes a release and assumption of certain risks, am participating voluntarily, and have provided information that is accurate to the best of my knowledge. n I have read this agreement. n I understand its contents and the release of certain claims. n I am participating voluntarily. n The information I provided is accurate to the best of my knowledge.

Participant Signature Full Legal Name: Signature: Date:

Parent/Guardian Consent for Participants Under 18 If the participant is under 18 years of age, this section must be completed by the participant's parent or legal guardian. I certify that I am the parent or legal guardian of the minor participant identified above. I have read and understand this agreement and consent to the minor's participation in WEforce Inc. and/or Safe Harbor activities. I acknowledge and accept the terms of this agreement on behalf of myself and, to the extent permitted by California law, on behalf of the Page 3 WEforce Inc. | Safe Harbor minor participant.

Parent/Guardian Name: _____

Phone: _____

Signature: _____ Date: _____