

PAIRS Leader Walking Group Waiver & Code of Conduct

Thank you for volunteering with PAIRS! As a PAIRS Leader, you are the heart of our program. Please read this agreement carefully before your first session. It explains your role, the everyday risks of leading outdoor walks, how we protect our participants' privacy, and the conduct we ask of every Leader. By signing, you acknowledge these terms and agree to release PAIRS, its organizers, and its partners from liability.

I am volunteering with the PAIRS Community Walking Groups of my own free will, and I confirm that I am at least eighteen (18) years of age.

1. My Role as a PAIRS Leader

I understand that PAIRS is a community-based social walking group, not a medical or fitness program. As a volunteer, my role is to help lead and accompany the walks and to offer social companionship, encouragement, and general friendly assistance. I will encourage participants to rely on their own healthcare providers for anything related to their health or treatment.

2. Voluntary Participation and Assumption of Risk

I understand that volunteering with outdoor walking groups involves known and unanticipated risks that could result in physical injury, illness, or property damage. I confirm that I am physically and mentally able to perform the volunteer activities I choose to take part in, and I agree to be responsible for my own safety and well-being while volunteering. I understand and acknowledge that participation can involve the risk of serious injury, including permanent disability and death, and I expressly accept and assume all risks associated with volunteering, whether known or unknown.

3. Scope of What I Will and Won't Do

To keep both participants and volunteers safe, I agree to stay within my role. Specifically, I will not administer or advise on medications; give medical, therapeutic, or fitness recommendations; or perform any task I have not been trained to do. If a participant needs help beyond companionship and general encouragement, or if I have any concern about their safety, I will alert a PAIRS organizer before attempting to handle it myself.

4. Following Safety Procedures

I agree to follow PAIRS' safety procedures and the reasonable instructions of program organizers. This includes knowing the emergency action plan for each walk location, helping participants pace themselves and stay hydrated, watching for signs that a participant feels unwell, and responding to any incident according to my training. In the event of a medical emergency, I understand that calling 911 is always the first step.

5. Participant Privacy and Confidentiality

I understand that, as a PAIRS volunteer, I may learn personal or health-related information about participants. I agree to keep all such information strictly confidential, to use it only as needed to support the participant within the program, and never to share, post, or discuss it outside of PAIRS. I understand that protecting participant privacy and dignity is one of my most important responsibilities, and that this obligation continues even after I stop volunteering.

6. Protecting Vulnerable Participants

I understand that many PAIRS participants are older adults living with Parkinson's Disease. If I ever observe or suspect that a participant is being harmed, neglected, or abused, I agree to report my concern to a PAIRS organizer promptly so that it can be handled appropriately. I will not investigate on my own.

7. Release of Liability

I voluntarily release and forever discharge PAIRS and its organizers and fellow volunteers (collectively, "Released Parties") from any and all claims, demands, or causes of action arising out of or connected with my participation as a volunteer or my use of any equipment provided in connection with this activity, including claims alleging ordinary negligent acts or omissions by any Released Party.

This release does not extend to, and shall not be construed to release, any claim arising from gross negligence, recklessness, or intentional or willful misconduct by any Released Party.

I further understand that the Released Parties are not responsible for any personal property of mine that is lost, stolen, or damaged during my participation as a volunteer.

8. Governing Law and Venue

This agreement shall be governed by and construed in accordance with the laws of the State of California, without regard to its conflict of laws principles. Any dispute arising out of or relating to this agreement shall be brought exclusively in the state or federal courts located in Orange County, California, and I hereby consent to the personal jurisdiction of those courts.

9. Agreement to Terms

If any portion of this agreement is found void or unenforceable, the remainder shall remain in full effect. By signing, I acknowledge that I have read and understood this document and agree to be bound by its terms.

Photographic and Media Release

Please check one:

- ☐ I GRANT permission to PAIRS to use photographs, video, or audio taken of me during program activities for foundation reports, educational materials, social media, and promotional materials.
- ☐ I DO NOT grant permission for my image to be used.

I have had sufficient opportunity to read this entire document. I have read and understood it, and I agree to be bound by its terms.

Volunteer Signature: _____

Printed Name: _____

Phone: _____

Emergency Contact (Name + Phone): _____

Date: _____