



## Nova Scotia Nature Trust Volunteer Agreement

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I, \_\_\_\_\_, would like to volunteer with the Nova Scotia Nature Trust ('Nature Trust'). I agree that I will perform the following tasks as a volunteer from \_\_\_\_\_ (date) to \_\_\_\_\_ (date – end date optional).

(List tasks-optional) \_\_\_\_\_

The time commitment I can make is approximately \_\_\_\_\_ (Optional) (hours/week, hours/month, days/month etc.).

### Waiver of Liability

I acknowledge that my services are provided strictly on a volunteer basis, without payment or compensation of any kind and without liability of any nature on behalf of the Nature Trust. I affirm that I am capable of participating in the above named activities, and I accept as my personal risk the consequences of such participation. I also understand that I may refuse to perform any task that I feel may place me or anyone else at personal risk. I will not participate in this activity if I am under the influence of drugs or alcohol.

I understand that in performing any volunteer task, there exist risks of injury or personal harm. For voluntary outdoor/field activities there are potential and significant additional risks associated in that environment including weather, wildlife and other hazards. On behalf of myself, my heirs, personal representatives or executors, I hereby release, discharge, indemnify and hold harmless the Nature Trust (including its volunteers, directors, employees and agents) from any and all claims, causes of action or demands of any nature or cause, even though such injuries and damages may result from the negligence of the Nature Trust and/or its volunteers, directors, employees and agents; including costs and legal fees incurred or sustained by me in any way connected with my services for the Nature Trust, including but not limited to accidents or injuries.

In the event of an accident or medical problem suffered by me, I consent to the Nature Trust seeking out the appropriate medical care required.

### Conflict of Interest

The Nature Trust recognizes the importance of independence and integrity with respect to all the Nature Trust's operations to preserve the Nature Trust's credibility as a conservation charity operating in the public interest. No person will use their position with the Nature Trust to obtain, either directly or indirectly, any financial benefit. Disclosures of actual or potential conflicts of interest will be reported as soon as practicable. Insiders shall not act when in a conflict of interest.

**NOTE:** See full Conflict of Interest Policy and Procedures for specific Conflict of Interest requirements.

I have read, understand, and agree to abide by the Nature Trust's Conflict of Interest Policy and Procedures.

I am disclosing here any relationships, positions, interests, or circumstances in which I am involved that I believe are reasonably likely to contribute to a Conflict of Interest and certify that the information set forth below is true and complete to the best of my knowledge.

*List, for example, the Boards of which you are a member; your employer, if other than the NSNT; the names of any business you own or control, etc.*

### **Confidentiality**

During my involvement as a volunteer with the Nature Trust, I understand that I may have access to confidential information regarding staff, other volunteers, properties, and the Nature Trust's supporters including property owners, funders, donors and members. Therefore, I agree to hold all information in strictest confidence and not to divulge any of this knowledge of persons and private affairs nor to discuss it at anytime with an unauthorized person, either during my term of involvement with the Nature Trust or thereafter, except as may be necessary in the course of my duties as a volunteer. I also acknowledge that a breach of this undertaking may result in legal action against me, and dismissal from my volunteer position.

### **Code of Conduct**

To preserve the Nature Trust's credibility, respect and trust as a conservation charity operating in the public interest, to ensure the organization is effective, open, and accountable, and a positive, rewarding organization with which to be affiliated, all Nature Trust Board members, Staff, and Volunteers are expected to meet the guiding principles of the Nature Trust Code of Conduct.

**NOTE:** See full Code of Conduct for additional information.

### **Whistleblower Policy**

The Nature Trust is committed to lawful and ethical behavior in all our activities and requires Board Members, Staff, and Volunteers to act in accordance with applicable laws, regulations, policies, and procedures and to observe high standards of business and personal ethics in the conduct of their duties and responsibilities, and practice honesty and integrity in fulfilling their responsibilities. Board Members, Staff, and Volunteers must act in good faith and report violations of policy, practice, or activity that are inconsistent with the Code of Conduct, or that are in any way malicious or harmful. No Board, Staff, or Volunteer shall suffer harassment, retaliation or consequence when bringing forward such matters.

**NOTE:** See full Whistleblower Policy for additional information.

**Acknowledgement**

I have read the full policies and procedures (Conflict of Interest, Code of Conduct, Confidentiality, Whistleblower Policy) including the waiver listed above, understand their content and agree to abide by the policies provided and any future updated or newly implemented policies and procedures established by the Nature Trust.

**Name of volunteer (please print)** \_\_\_\_\_

**Signature (volunteer)** \_\_\_\_\_

**Date** \_\_\_\_\_