



Friends of Hawn Volunteer Code of Conduct and Liability Waiver

CODE OF CONDUCT

Authority of the Leader: The authority of an *Outing Leader* is nearly absolute. The *Outing Leader* is the sole judge of the qualifications of participants' ability to participate. Participants must comply with the orders and instructions of the outing leader. The outing leader has the authority to ask a volunteer to leave the event if they are considered unruly, disrespectful or otherwise detrimental to the event. The Outing Leader will assign *Team Leader* roles to individuals that will lead smaller teams.

Eligibility to Participate: Friends of Hawn events are open to any volunteers who meet the Qualification to Participate clause as stated below:

Qualification to Participate: The Friends of Hawn generally conducts its outdoor events within the Hawn State Park boundaries. Any other location will be identified in advance. Hawn State Park is essentially a backpacking park and as such will place some physical demands upon the participant. These demands may include distance hiking, steep inclines and the need to carry small loads of equipment (i.e. pruning shears, rakes, etc.). Every volunteer should self-evaluate their ability to comfortably meet these demands. If you participate in a trip for which you are really not qualified, you won't enjoy the experience and you may make the experience less enjoyable for other participants. Leaders will offer good faith consideration to accommodations requested by potential participants who are disabled whenever possible.

Minors: Participants under 18 years of age must be accompanied by a parent or guardian and authorization for treatment by a physician in case of necessity. Waivers for both the parent/guardian and the minor must be signed in advance. Note: parent/guardian signs the waiver/sign-in sheet on behalf of the minor.

Liability Waiver: All participants are required to sign a liability waiver. (defined below and is part of this document) This is an important legal document which limits your right to sue the Friends of Hawn and should be read carefully. This Waiver is part of the registration process for each event, and is required - no exceptions.

Travel Procedures: Participants are to remain with the group unless the *Team Leader* gives permission to leave, adhere to routes designated by the leader, refrain from "short cutting" switchbacks on trails, and remain behind the leader and ahead of the trail sweep. A headcount will be taken at the beginning and end of each event to assure the continued safety of the volunteers and that all volunteers are accounted for by the day's end.

Leave No Trace: The Friends of Hawn supports leave no trace principles, including minimizing the environmental impact of travel and camping, disposing of waste properly or packing it out, leaving natural objects as you find them, using stoves for cooking, limiting campfires to a single small campfire where permitted, respecting wildlife, storing food and garbage securely, properly disposing human waste and being courteous to other visitors.

Compliance with Laws and Regulations: Friends of Hawn outings are conducted in compliance with applicable Missouri state laws and the Department of Natural Resources regulations, including requirements for entry permits, campfire restrictions, campsite location restrictions, waste handling rules, parking restrictions, etc. Rangers and other law enforcement personnel are to be treated with respect.

Safety on the Trail: All volunteers are to maintain a safe and proper distance from other volunteers while engaged in the use of tools. *All volunteers are required to wear either a Friends of Hawn high visibility tee shirt or a Friends of Hawn issued high visibility vest – no exceptions. This requirement is both for your own safety and the safety of other volunteers.* Each *Team Leader* will be equipped with a high visibility Friends of Hawn backpack that contains a comprehensive first aid kit and a field radio. *Please report any injuries immediately to the Team Leader.*

Sexual Harassment / Harrassment: *Sexual Harassment* of Friends of Hawn volunteers or others who participate in Friends activities are prohibited. Sexual harassment includes unwelcome sexual suggestions, physical contact, offensive sexual language or images, or use of club contact information to make unwelcome sexual suggestions outside of Friends of Hawn activities.

Harassment of Friends of Hawn volunteers or others who participate in Friends activities are prohibited, and include but are not limited to insults, ridicule or other behaviors meant to demean. Such harassment in any form will not be tolerated and will result in the participant being required to leave the event immediately.

Animals: Animals (other than registered guide dogs) are prohibited unless a specific announcement that animals are allowed is included in the trip write-up. The leader may permit a disabled participant to bring a registered guide dog as long as the group safety isn't jeopardized or local land agency rules or regulations are not violated. The rules for disposing of animal waste are the same as for human waste.

Firearms OR Weapons: Prohibited.

Cell Phones: Both leaders and participants are encouraged (but not required) to carry cell phones because they may be a useful resource in an emergency. Inappropriate or excessive use of cell phones for non-emergency communications can be annoying to participants. *Outing Leaders* and *Team Leaders* therefore have the authority to restrict or regulate the use of cell phones.

Hand-held Transceivers: Friends of Hawn have handheld radios for the event *Team Leaders's* usage and are to be used only for official trail business. Call codes are. Simple "Friends (number of radio)".

GPS Receivers: Encouraged.

LIABILITY WAIVER

Participation, Waiver and Release Agreement

This Is a Release of Liability and Waiver of Certain Legal Rights

In consideration for my being permitted by the Friends of Hawn Association to participate in the various activities that take place in various regions of Missouri, I agree to the following waiver and release:

I acknowledge that backcountry work projects have inherent risks, hazards and dangers that cannot be eliminated, particularly in a wilderness environment. I understand that these risks, hazards, and dangers may include but are not limited to:

1. risks arising from any activities in areas where no outside services are available or provided; where rescue and advanced medical care and services are limited and will be slow, if available at all; where trail or road conditions vary, are not maintained, or controlled and are unpredictable and changeable; where hazards may not be obvious or visible, where weather is changeable and unpredictable.

2. risks involved in decision making and route finding in a wilderness environment; and

3. such other risks, hazards and dangers that are integral to wilderness travel and any and all outdoor sports and activities that take place in a wilderness environment such as hiking, climbing, mountaineering, backpacking, working, trail construction and repair.

I have read and understand the information provided by the Friends of Hawn Association regarding the activities, work projects, and travel to and from the areas for such activities and projects and also acknowledge that the Friends of Hawn Association staff has been available to fully explain to me the risks, hazards and dangers of the subject activities and projects. I understand that participation in the travel, activities, and projects in a wilderness environment may require good physical conditioning and a degree of skill and knowledge different from other activities. I understand that I have responsibilities as a backcountry user.

I am voluntarily participating in the activities and projects of the Friends of Hawn Association with full knowledge of the inherent risks, hazards and dangers involved and hereby assume and accept any and all risks of injury, paralysis or death.

Lastly, for myself, my heirs, successors and executors, I hereby knowingly and intentionally waive and release, indemnify and hold harmless the Friends of Hawn Association, its directors, officers, agents and employees, from and against any and all claims, actions, causes of action, liabilities, suits, expenses (including reasonable attorney's fees) and Negligence of any kind or nature, whether foreseen or unforeseen, arising directly or indirectly out of any damage, loss, injury, paralysis, or death to me or my property as a result of my participation in the activities and projects of the Friends of Hawn Association, the use of its information services and traveling in a wilderness environment, from Negligence of the Friends of Hawn Association, its directors, officers, agents or employees, or from some other cause. I further agree not to sue the Friends of Hawn Association as a result of any injury, paralysis or death that may occur while participating in its activities or projects.

I have carefully read, clearly understood, and voluntarily signed this **Code of Conduct** and **Waiver and Release Agreement**. I agree that this waiver will be in effect for one year from date of signature or date of acceptance as terms and conditions on the registration page for each event.

Signature: _____ Print Name: _____

Date: _____

Signing for a Minor:

Minors Name: _____ Print Name: _____

Parent or Guardian Signature: _____ Print Name: _____

Date: _____