



# VOLUNTEER'S INFORMATION

## Rules and Code & Conduct

### PREPARING FOR YOUR VOLUNTEER POSITION

#### Waiver

A completed Waiver is a **requirement** prior to attending and volunteering at FARRM. Please click the applicable link to complete your Waiver:

[Adults](#)

[Minors](#)

#### Onboarding

All potential FARRM volunteers will first attend a shadow shift with a designated lead. This allows FARRM to ensure you are a good fit for the needs of the position and provides you with the key information needed to fulfill your role. We understand that there is a lot of information to take in during your first visit to FARRM. You are not expected to be totally proficient on your own after your shadow shift, and as such we expect that you will have subsequent questions for upcoming shifts. Please ask them. Always clarify with your designated lead, the volunteer coordinator, or the operator of FARRM if you are unsure. We would rather you ask first, rather than make a mistake that could jeopardize the daily routines we all have.

#### Time

Please arrive on time to ensure that chores are completed within the allotted time frame. The volunteer coordinator will have confirmed your start time during the onboarding process. The residents have a set routine and the operators plan their day around arrivals. If you are late or early it may affect our feeding, medication, or other operational schedules. Please note that when you are scheduled to volunteer we are expecting you. This means we will most likely plan around your arrival and plan to carry out other tasks both on and off the property based on you being here.

#### Attire

Weather in Alberta is unpredictable, and the conditions at FARRM can vary greatly. FARRM can be pretty muddy when it rains. We strongly suggest you dress for the weather of the day i.e. hat, rubber boots, layers of comfortable clothing and closed-toed shoes are recommended. Please wear clothing that you are comfortable getting down and dirty in!

#### Food

FARRM is a vegan environment and we ask that you bring only VEGAN food or drinks with you. Meat products are strictly prohibited while on FARRM property. Please ensure you bring water and stay hydrated during your shift.

#### Getting To FARRM

FARRM can NOT be found using our address in a GPS system. Please do not use the provided address to navigate to FARRM as it will not take you to the correct property. Written directions and a pin will be sent to you once you confirm you have read this package in its entirety and sent a waiver.



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### WHEN YOU ARRIVE

#### Parking

On regular chore days you may park to the right of the gravel driveway. Please be mindful not to block other vehicles from entering/exiting, and do not park in front of the wooden garbage bin or behind the parked skid steer. Always check around your vehicle for residents before leaving.

On event days parking is limited, during these times please park in the small field immediately to your left when you enter the gates.

#### Gate

When you arrive, you might see some of our animals roaming around or near the closed gate. Unlatch the gate and swing it open towards you. The dogs will likely bark and approach your vehicle as you open the gate. They will return back on the property once you drive in and call them back. Please drive in carefully ensuring you can see the ground is clear in front of you. Close the gate the same way you found it, ensuring it cannot be pushed open to create any gaps.

#### Guests

Please do not bring guests with you to FARRM, unless prior permission has been granted. Discuss this with the volunteer coordinator or the FARRM operator.

### DURING YOUR VOLUNTEER SHIFTS

#### Feeding

Entering ANY of the animal enclosures with food is strictly prohibited. Some animals are very food motivated and failure to comply with this rule could result in injury. Empty your pockets of any food items i.e. gum, candy, etc. before entering the pens. The animals are fed by the operators and your role will not involve feeding, unless specifically asked.

#### Interaction

While most of our animals are well-socialized, they are still livestock and interact differently than other animals that you may normally spend time with. Please approach and interact with them as such. Any animals who have behavioral issues will be discussed with you. If you are ever unsure on how to approach any of our residents please make sure to ask your FARRM lead, the FARRM operator, or the Volunteer Coordinator. Some of our larger animals (cows and horses), can pose a great risk to the public and our volunteers; extra caution should always be taken when in their spaces. Always be extra cautious with new residents as well. We do not always get accurate histories on our new intakes and there is always a potential for unwanted behaviors to be present without our knowledge at the time.

#### Chores

Your role as a volunteer will inevitably entail cleaning feces from the enclosures, moving hay or straw, cleaning cat litter, lifting heavy items, interacting with various animals, being outdoors in all weather types, and working in overall dusty, dirty and often muddy conditions. Please make sure you understand what is expected of you for your shift, and ensure you are prepared accordingly. If you are unable to participate in any of these activities, this must be discussed with the Volunteer Coordinator prior to your onboarding.



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#### Scheduling

We will send you the volunteer schedule shortly after your shadow shift. We ask that you sign up for your shifts at least 1 week in advance. Adding or removing your name to the schedule within 1 week of your shift must be communicated with the Volunteer Coordinator. We plan our week according to the help we have so please only commit to coming out when you're sure you're able to attend your shift. As a reminder our minimum commitment requirements are 2 shifts a month for a minimum of one year duration.

#### Reliability

Commitment to your role as a FARRM volunteer is taken very seriously. If you do not attend as scheduled, it causes a ripple effect for our FARRM operator and our ability to provide the best care possible for the animals. Last minute cancellations can negatively impact the day to day care of our residents, and the standards that we strive very hard to uphold. If you fail to meet your commitment minimums, do not show up for a shift show, or have continued cancellations without reasonable prior notice or proof of an emergency you will be removed as a volunteer. We understand that life happens, but it is our responsibility to put the animals at FARRM first and when we cannot do that when volunteer support is unreliable.

#### Safety

Please make sure that all gates/doors are securely shut behind you when entering or leaving any animal enclosures. Please ensure you know how to properly secure each gate (chains, carabiners, latches etc) before entering/exiting that area. Not all of our animals interact well with each other (or people) and they are all meant to be in specifically designated areas on the property. The residents are very smart and know how to unlatch chains if not secured in two places on the gates. If carabiners are forgotten and left off of the door latches, the residents know how to quickly open latches and consequently gates. Make careful note of how each area is kept secure and strive to leave the door/gate the way you found it.

As previously mentioned, do not carry any food items into the enclosures with you. Respect the animals' need for space and take note of their moods at any given time.

If you or any member of the volunteer pool are bitten or injured in any way, please seek out the owner of FARRM (Melissa Martell) or a FARRM designate IMMEDIATELY.

**Our animals are family and our number one priority.  
If at any time your behavior puts our animal's physical or mental well-being at risk,  
you will be asked to leave the property.**

**We reserve the right to remove you as a volunteer if we do not think you can fulfill this role unsupervised.**

**FARM ANIMAL RESCUE AND REHABILITATION MOVEMENT (FARRM)  
WAIVER OF LIABILITY  
WAIVER OF LIABILITY AND HOLD HARMLESS AGREEMENT**

1. In consideration of my presence at Farm Animal Rescue and Rehoming Movement (FARRM) property, RR2, Gwynne AB, CANADA, T0C 1L0, I hereby RELEASE, WAIVE, DISCHARGE, AND COVENANT NOT TO SUE FARRM, their officers, agents, or employees (hereinafter referred to as RELEASEES) from any and all liability, claims, demands, actions, and causes of action whatsoever arising out of or related to any loss, damage, or injury, including death, that may be sustained by me, or to any property belonging to me, while participating in such activity, while in, on or upon the premises where the activities are being conducted, REGARDLESS OF WHETHER SUCH LOSS IS CAUSED BY THE NEGLIGENCE OF THE RELEASEES, or otherwise and regardless of whether such liability arises in tort, contract, strict liability, or otherwise, to the fullest extent allowed by law.
2. I am fully aware of the risks and hazards connected with the activities of FARRM and I am aware that such activities include the risk of injury and even death, and I hereby elect to voluntarily participate in said activities, knowing that the activities may be hazardous to my property and me. I understand that FARRM does not require me to participate in this activity. I voluntarily assume full responsibility for any risks of loss, property damage, or personal injury, including death, that may be sustained by me, or any loss or damage to property owned by me, as a result of being engaged in such an activities, WHETHER CAUSED BY THE NEGLIGENCE OF RELEASEES or otherwise, to the fullest extent allowed by law.
3. I further hereby AGREE TO INDEMNIFY AND HOLD HARMLESS the RELEASEES from any loss, liability, damage, or costs, including court costs and attorneys' fees that Releases may incur due to my participation in said activities, WHETHER CAUSED BY NEGLIGENCE OF RELEASEES or otherwise, to the fullest extent allowed by law.
4. It is my express intent that this Waiver and Hold Harmless Agreement shall bind the members of my family and spouse, if I am alive, and my heirs, assigns and personal representative, if I am deceased, and shall be deemed as a RELEASE, WAIVER, DISCHARGE, AND COVENANT NOT TO SUE the above-named RELEASEES. I hereby further agree that this Waiver of Liability and Hold Harmless Agreement shall be construed in accordance with the laws of Province of Alberta and that any mediation, suit, or other proceeding must be filed or entered into only in Alberta and the federal or provincial courts of Alberta. Any portion of this document deemed unlawful or unenforceable is severable and shall be stricken without any effect on the enforceability of the remaining provisions.

**IN SIGNING THIS AGREEMENT, I ACKNOWLEDGE AND REPRESENT THAT I have read the foregoing Waiver of Liability and Hold Harmless Agreement, understand it and sign it voluntarily as my own free act and deed; no oral representations, statements, or inducements, apart from the foregoing written agreement, have been made; I am at least eighteen (18) years of age and fully competent; and I execute this Agreement for full, adequate and complete consideration fully intending to be bound by same.**