

➤ **2011 - 2012 Policy Statement Authorization and Release (the "Statement")**



Section 1: RULES AND POLICIES

- (A) **SERVICE ORIENTATION:** B3 is a way of life, not just a trip once a year. The program is about growth through service to others and developing leadership and team building. Advisors will bring to B3 a cooperative, service-oriented attitude and a respect for members of their team and the residents of the country they are visiting. B3 sets high standards of conduct that Advisors must meet at all times.
- (B) **EVALUATION PROCESS:** Advisors will be subject to an on-going evaluation process of behavior, attitude, work ethic, meeting stated payment deadlines and community service hours requirement. Advisor's failure to meet the required standards of personal conduct may result in a warning that participation in future trips may be in jeopardy. If Advisor violates a "zero tolerance" policy, she/he will be immediately expelled from the program and unable to participate in future years. Final decisions on all invitations to return shall be made solely by the B3 Executive Director.
- (C) **SMOKING/TOBACCO:** B3 is a smoke-free environment. We have a ZERO TOLERANCE policy regarding the use, purchase, possession, and/or transport of any and all types of tobacco products and paraphernalia.
- (D) **UNLAWFUL ACTIVITY:** Unlawful activity at any time may result in immediate dismissal and permanent exclusion from the program. If an Advisor engages in any activity that violates this policy, appropriate punishment will be invoked "in the field" and Advisor may be sent home at their own expense.
- (E) **TIME COMMITMENT:** B3 requires a significant commitment of time and energy for Advisors. Every Advisor is expected to attend all meetings, team retreats, and team events, as well as supporting all fundraising events. Any Advisor missing more than two meetings/retreats per program year, may be removed from the program, forfeiting any funds in their account.
- (F) **COMMUNITY SERVICE:** Every Advisor is required to volunteer for a minimum of six (6) hours of local B3 community service prior to January 1, 2012. Every team community service project must have at least two advisors from that team at the project. Failure to comply prior to deadline may result in Advisor's removal from the program.
- (H) **REFUNDS:** There will be no refunds after October 1, 2011. Many trip expenses are incurred well in advance of the actual dates of travel to out of country worksites, and must be paid on a non-refundable basis. For this reason, payments made to B3 by and on behalf of our program participants, both students and Advisors, are non-refundable.

B3 conducts a background check on ALL individuals applying to be an Adult Advisor. Please enter your Social Security Number below (or, if you prefer, call the B3 Office 203-847-5220) and check below to authorize LexisNexis Services Inc., on behalf of B3, to procure an "investigative consumer report" which may include information regarding your character, general reputation, or personal characteristics. This report may be compiled with information from court records repositories, departments of motor vehicles, past or present employers and educational institutions, governmental occupational licensing or registration entities, business or personal references, and any other source required to verify information that you have voluntarily supplied. You may request a complete and accurate disclosure of the nature and scope of the background verification; to the extent such investigation includes information bearing on your character, general reputation or personal characteristics.

BACKGROUND VERIFICATION DISCLOSURE

This is used to inform you that a consumer report is being obtained from a consumer reporting agency for the purpose of evaluating you for volunteer service or a contracted position, including retention as a volunteer or independent contractor.

Details concerning any of the above are available upon request through the B3 staff.

Section 2: PERMISSION & WAIVER: ADVISOR

Advisor desires to work as a B3 volunteer and engage in activities related to being a volunteer (the "Activities"). Advisor understands that Activities may include construction and rehabilitation of buildings involving significant physical exertion, the use of hand tools, that there are risks and potential dangers associated with the travel and activities undertaken on B3 trips and projects. Advisor is aware that he/she will be transported by air as well as by other methods, including bus, in countries where safety standards are often less demanding than in the U.S. Advisor confirms his/her desire to participate in B3, to make the trips, to work on the projects, both away from home and in our local communities. (See Nature of Activities below.)

Rules and Policies: I have reviewed the Rules and Policies listed in Section 1 and understand and agree that should I violate any of such Rules or Policies, or otherwise be deemed by a B3 Adult Advisor Team as engaging in inappropriate behavior during a trip or project, I will be disciplined in a manner appropriate to the nature of the misconduct both "in the field" and upon return home. I understand that should disciplinary action involve monetary expense, e.g., next available flight home, I agree to assume full responsibility for those expenses.

Release and Indemnity: The Undersigned does hereby release, forever discharge and covenant not to sue and save and hold harmless and indemnify B3, the B3 Board of Directors, Officers, the B3 Adult Advisors and volunteers, and their successors and assigns, from any and all liability, claims, causes of action and other demands, including, without limitation, costs and attorneys' fees, of whatever kind or nature, either in law or in equity, which arise or may hereafter arise from Advisor's Activities with B3 or in any way associated with participation in B3.

The Undersigned understands and agrees that this Release discharges B3, B3 employees, the B3 Board of Directors, B3 Advisors, and its officers, directors, agents, employees and volunteers from any liability or claim that the Undersigned may have against any of them with respect to any personal injury, illness, death or property damage that may result from Advisor's Activities with B3. The Undersigned does hereby release, forever discharges, covenants not to sue and saves and holds harmless and indemnifies B3, the B3 Board of Directors and the B3 advisors from any claim whatsoever which arises or may hereafter arise on account of any first aid, treatment, or service rendered in connection with Advisor's Activities with B3.

The Undersigned also understands that B3, the B3 Board of Directors, and the B3 Adult Advisors do not assume any responsibility for or obligation to provide financial assistance or other assistance, including but not limited to medical, health, or disability insurance in the event of injury or illness.

The Undersigned further agrees that if the Advisor, or anyone on the Advisor's behalf makes a claim against B3, the B3 Board of Directors, or any B3 advisor, the Undersigned will indemnify, save and hold harmless B3, the B3 Board of Directors and the B3 advisors from any litigation expenses, attorney fees, loss, liability, damage or cost that may be incurred as the result of such claim.

Other: The Undersigned expressly agrees that this Release is intended to be as broad and inclusive as permitted by the laws of the State of Connecticut, and that this Release shall be governed by and interpreted in accordance with the laws of the State of Connecticut. The Undersigned agrees that in the event that any clause or provision of this Release shall be held to be invalid by any court of competent jurisdiction, the invalidity of such clause or provision shall not otherwise affect the remaining provisions of this Release that shall continue to be enforceable.

Nature of Activities: The Undersigned understands that the Activities may include work that may be hazardous to the Advisor, including, but not limited to, construction, building, painting, working with tools, loading and unloading and transportation to and from project worksites outside the United States. The Undersigned also understands that the Activities may include recreational pursuits with inherent physical challenges, risks and dangers, including, but not limited to, wilderness adventure, water sports, rock climbing,

kayaking and other trips and activities organized by B3 or otherwise which may involve travel via public carrier or other vehicles. The Undersigned also understand that the Activities may include involvement with various fundraising activities.

Insurance: The Undersigned understands that, except as otherwise agreed to by B3 in writing; B3 does not carry or maintain health, medical or disability insurance coverage for any Advisor. Each Advisor is required to obtain medical or health insurance coverage.

Photographic Release: The Undersigned grants and conveys unto B3 all right, title, and interest in any and all photographic images and video or audio recordings made by B3, and any submitted to B3 by Advisor, during Advisor's Activities with B3, including, but not limited to, any royalties, proceeds, or other benefits derived from such photographs or recordings.

The Undersigned attests that he/she has executed this Release on behalf of himself/herself, his/her heirs and assigns, executors and administrators and on behalf of the Advisor, his/her heirs and assigns, executors and administrators as of the day and year first above written.

Section 3: MEDICAL AUTHORIZATION AND INOCULATIONS

Medical Treatment: The Undersigned confirms that Advisor has his/her physician's certification of good health and no physical, psychological and/or medical condition exists that would prevent him/her from participating fully in the Activities. Advisor's health history provided to B3 is correct and complete to the best of our knowledge, and we accept full responsibility for any consequences resulting from any incorrect or incomplete statements of such health history. hereby gives permission to B3 to provide routine health care, administer prescribed medications, and seek emergency medical treatment including ordering x-rays or routine tests, and agree to the release of any records necessary for treatment, referral, billing, or insurance purposes. Advisor understands that in the case of a serious medical emergency, B3 will make every reasonable attempt to contact Advisor's emergency contact representative. Advisor hereby gives permission to B3 or their agents to secure and administer treatment, including hospitalization, injections, anesthesia or surgery, for Advisor. The medical data provided to B3 may be made available for use of staff in the field.

Advisor confirms it is their responsibility, and not that of B3, for Advisor to obtain prior to the trip recommended inoculations and recommended medications, e.g., anti-malaria pills if appropriate.

Section 5: SIGNATURE

By signing below and on Page 1, I attest to having read, understood and agreed with all terms put forth by Builders Beyond Borders, Inc.

Advisor:

_____ **X** _____
Print Name Signature Date

A fully-executed PAGE 1 of this document must be returned to the B3 office before Advisor will be considered for admission into B3.

Retain the Pages 2 to 4 for your records.