Welcome to Habitat for Humanity Manitoba!

Thank you for choosing to volunteer your time with Habitat for Humanity Manitoba!

As a new or returning volunteer to Habitat for Humanity Manitoba (HFHM), we would like to extend to you the warmest of welcomes. We are pleased you have chosen to provide HFHM with your time, talents and services. You can be assured that your commitment is very much appreciated.

Every year, Habitat for Humanity Manitoba relies on hundreds of valuable volunteers who are dedicated to helping families reach financial stability by making homeownership affordable. It is with the help of our enthusiastic volunteers that our families can thrive and we can provide exceptionally well built houses.

During your time with us, we make it our mission to ensure that you have the support and resources needed to make your volunteer experience as fun and safe as possible. This manual is intended to give a brief outline of the work we do and about your role as a volunteer. To ensure you are fully prepared for your role, we ask that you review this handbook and complete the required safety training before heading on site.

Should you require further information about volunteering our Volunteer Coordinator will be happy to help. Feel free to connect with Volunteer Services at volunteercoordinator@habitat.mb.ca

On behalf of Habitat for Humanity Manitoba and our partner families, thank you for choosing to donate your time and energy to building a better tomorrow.

Sincerely,

Sandy Hopkins
CEO
Habitat for Humanity Manitoba
Habitat for Humanity Overview
Habitat for Humanity is an international, non-government and non-profit organization dedicated to building safe, decent and affordable housing for low income families.

Habitat for Humanity Manitoba (nee: Winnipeg) was established in 1987 after a local Winnipegger, Al Doerkse, attended the 1985 Mennonite Economic Development Associates’ annual convention in Iowa. After hearing the key note message about Millard Fuller’s journey of providing housing to those in need, Mr. Doerkse started the first large city affiliate based out of Winnipeg, Canada.

Mission Statement
By mobilizing volunteers and community partners, Habitat for Humanity Manitoba works with people from all walks of life to build safe, decent, affordable housing for low-income working families.

Vision Statement
To provide families with a foundation for positive change through affordable housing.

Community Impact
There are thousands of Manitoba families in need that have the will but not the means to access affordable housing. Habitat puts families into a position where they can thrive by offering affordable homeownership, one house at a time.

Habitat homes offer families an experience of positive change in their lives. Because of an improved situation families are able to build equity and save for their children’s future.

New Habitat homes can increase neighborhood property values and help build stronger communities as each new home broadens the City’s property tax base. Habitat relies on its thousands of passionate volunteers who help build homes, and their many generous sponsors, partners and donations that enable families and communities to share a brighter future.
**Homeowners**

Through volunteer labor and donations of money and materials, Habitat builds new houses with the help of the homeowner families. Habitat houses are sold to the partner families at no profit, financed with affordable, no-interest loans. The homeowners’ monthly mortgage payments are used to build still more Habitat homes.

Habitat is not a giveaway program. We offer a “hand up, not and hand out”.

Habitat for Humanity partners with families who are ready for the responsibility and challenges of homeownership, but would not qualify for a traditional mortgage. As opposed to paying a down payment on their house, home owners invest hundreds of hours in of their own labor (“sweat equity”) into building houses or assisting in other support roles.

**SELECTION PROCESS**

In order to qualify for a Habitat home, the families are selected based on three principles: need, ability to pay, and willingness to partner.

The Habitat Family Selection Committee is a staff-supported group of volunteers which meet with potential families to determine if they meet the needs of Habitats housing program. The selection committee includes people with various who bring expertise with respect to various challenges faced by families and children in low-income situations.

Selected families enter into a partnership agreement with Habitat by signing a contract. Once the sweat equity requirement is completed and the house is built, the family signs an offer to purchase the home.

Names and addresses are taken throughout the year for those interested in applying for our program.
Volunteer Roles

There are many different roles offered within the Habitat affiliates with our most common being our construction volunteers. Below is an outline of some of the volunteer positions that Habitat for Humanity Manitoba offers.

1. CONSTRUCTION VOLUNTEERS
   Donate your time to building a home. Typical onsite construction varies by the home’s stage of completion. Tasks can include framing, flooring, exterior sheeting, door/window installation, installing house wrap, siding, sidewalk development, rigid insulation and shed. No prior skills are needed as volunteers are trained on site.

2. GROUP VOLUNTEERS
   Your group can partner with Habitat for an exceptional team building opportunity in order to create a safe place for our families to live. Typical onsite construction is listed above.

3. HANDY MAN VOLUNTEERS
   Our Handyman Home Repair Program works with families around Winnipeg with jobs such as carpentry, millwork, electrical, plumbing, painting, general labour interior and exterior repairs and installations. We are looking for people with trade backgrounds or those who are all around handy when it comes to repairs. Let us know your availability and we will work out a schedule for you.

4. HOSPITALITY VOLUNTEERS
   Habitat holds various events throughout the year in order to raise awareness and fundraise for our goal. Some our events include: The Holes for Homes Golf Tournament, the Amazing Foot Rally, the Prairie Fashion Show, Ride Around the Lake, Cycle of Hope and more. Volunteers are a huge help to us at these events and they help with a multitude of tasks such as greeting guests, assisting with auction items, taking tickets, food services, set-up and tear down, and by providing support to our cycling events.

5. ADMINISTRATION VOLUNTEERS
   Sometimes we need assistance within the office to ensure operations are running smoothly. Positions can include database management, inventory, special event preparation and other office tasks as required.

6. COMMITTEE VOLUNTEERS
   Through a variety of committees and task forces, volunteers help to carry out Habitat’s mission and business plan for creating a place for families to thrive and our community to prosper.

7. RESTORE VOLUNTEERS
   Shopping has never been as easy as at our Habitat ReStore. A place for you to find discounted items to use for home or remodeling purposes. Volunteer positions are limited at the store as they are quite coveted, but when available they include, general maintenance, merchandising and customer services roles.
Management Structure

MEET THE HABITAT CONSTRUCTION CREW!
Volunteers will be directly supervised by the Habitat construction staff they are placed with, and indirectly supervised by the Program Delivery Department. Their direct supervisor will provide direction, guidance and support and will be responsible for setting the daily schedule.

In case of emergency where someone needs contact you onsite, please contact Herb at 204.890.5032
Volunteer Code of Conduct

By volunteer, whether you are out for one day or for the season, you will:

- Promote the mission and vision of Habitat for Humanity Manitoba while volunteering for the organization
- Act with fairness, honesty, integrity and openness; respect the opinions of others and treat all with equality and dignity.
- Provide a positive and valued experience to others within and outside of Habitat for Humanity’s environment.

As a volunteer with Habitat for Humanity Manitoba you can expect the following:

- To be valued and respected as a part of the team
- To receive a volunteer assignment that engages your skills, interests and experience
- To have access to information about Habitat including its history, policies and mission
- To receive guidance and training for your specific role

In return we ask that you:

- Approach your volunteer role with enthusiasm, honesty and an open mind
- Participate the mandatory safety training offered by Habitat for Humanity
- Ask questions to ensure that you understand a role/task before accepting it
- Carry out your tasks efficiently and effectively and ask for help when you need it
- Respect confidentiality
- Notify your group lead, the Manager of Sponsorship Development, or the Volunteer Coordinator as soon as possible if you are no longer able to volunteer with the organization

Families thrive. Communities prosper. Everyone wins.
Policies and Procedures
The following volunteer policies and procedures are in place to help define the role of the volunteer within the Habitat for Humanity organization.

ABSENCES / CANCELLATIONS
Individual Volunteers: Volunteers who self-schedule need to cancel online at least 12 hours in advance. If the cancellation occurs the day of the build, the volunteer will need to inform the Volunteer Coordinator of the planned absence.

Group Volunteers: For groups who have partnered with Habitat we ask that the volunteer inform their group lead about their absence. Should a group have to cancel their build day, the group lead must contact the Volunteer Coordinator at least 24 hours prior to their build time.

AGE RESTRICTIONS
All volunteers must be sixteen (16) years of age or older. Volunteers under the age of eighteen (18) must have a parent/guardian read and sign off on the online Waiver of Liability before arriving for the first volunteer shift. There is no maximum age limit for volunteering with Habitat, though we do ask you to keep in mind that volunteer work on a construction site can at times be strenuous.

COMMUNICATIONS
Volunteers will refer all media inquiries for information or requests for interviews to the VP, Marketing and Communications and will refrain from providing any information to the media.

DRESS CODE
Volunteers will be provided with a volunteer T-Shirt for their volunteer shifts with Habitat. Volunteers who are assisting in the Habitat office will wear business casual clothing. Jeans are not acceptable. Volunteers are encouraged to dress for the climate and in layers, prepared to work outdoors.

Personal Protective Equipment
Safety boots (CSA Approved) and hard hats are required at all times. If you do not have your own, Habitat can supply them.

Acceptable Clothing
T-Shirt or Long Sleeve top, form fitting and not too baggy. Pants are preferred, however if shorts are worn, they should be no higher than 5 inches above the knee. Long hair should be tied back.

Unacceptable Clothing
Tank tops, shirts with bare backs or no sleeves. Excessively baggy pants, skirts and short shorts, open toed shoes, offensive shirts, jewelry are not appropriate.
DRUG / ALCOHOL USE
Habitat volunteers are required to be medically (physically, emotionally and mentally) capable of preforming the required work, free of the presence of illegal drugs, alcohol or substances which diminish or impair their ability to perform the job. Any volunteer found under the influence will be asked to leave the site.

ANTI-HARASSMENT
Habitat for Humanity Manitoba is committed to providing a positive work environment free of discrimination and biases. Each volunteer is personally responsible for maintaining such a work environment. Unwelcome or objectionable conduct or comments about: race, color, ancestry, place of origin, political belief, religion, sex, sexual orientation, marital status, family status, physical or mental disability, age, or conviction of an offence unrelated to the person’s employment will not be tolerated. No volunteer, male or female, should be subjected to unsolicited or unwelcome sexual overtones and conduct, either verbal or physical. Misconduct applies to both males and females and includes harassment between different and the same sex. Volunteers who are found harassing another will be asked to leave the site.

LIABILITY
Before you begin volunteering on a build site you will be asked to sign release and wavier of liability stating you are volunteering at your own risk. Liability waivers expire yearly; therefore, volunteers are asked to re-sign at the beginning of each calendar year.

PARKING
Parking is limited on construction sites therefore we strongly recommend carpooling. Street parking rules are in effect; ensure you look for limitations as tickets will be at the expense of the volunteer. Do not park in reserved lots or blocking private residences. Ensure your vehicle is locked with your tools and valuables out of sight.

PHONES / ELECTRONICS
Cell phones, headphones, blue tooth headsets are not permitted on site during your scheduled volunteer shift. Usage is allowed during breaks and/or lunch periods. If you have an emergency and need to make or answer a call, please do so away from your volunteering site.

PHOTO PRIVACY
There is typically a photographer on sites recording the build process and the volunteer experience. As stated in the liability wavier these photos may be used for Habitat marketing and promotional items. If you wish to not be photographed on site, please let the photographer know.

SIGN IN GUIDELINES
When you arrive on site you will be asked to sign in, providing your name and emergency contact’s information to the site supervisor. This is for attendance purposes and in case any emergency situations occur onsite.

SAFETY OVERVIEW
The volunteer and Habitat for Humanity share the responsibility for establishing and maintaining a safe work environment. HFHM will comply with provincial and local safety regulations, in turn you are expected to obey safety rules and to exercise caution in all your work activities.
The following are actions, which if not adhered to, can result in an unsafe work environment and result in being asked to leave the site. Volunteers who do not comply with the following will be asked to leave the work site.

- Do not work off the top two steps of any portable or step ladder
- Heights over 8 feet should have fall protection or guardrails
- When working in a confined space or with excavation you will need to be trained in the potential hazards and legislated safe work procedures
- Moving equipment not designed for carrying passengers should not be ridden
- Guards and other safety devices should not be tampered with

**SMOKING**

Smoking and Vaping are prohibited at ReStores, the Offices and Construction Sites. Please check with Habitat staff for designated smoking areas.

**TOOLS**

Volunteers will be provided with the tools needed to effectively carry out their volunteer duties. Tools will be returned at the end of your shift. Theft, vandalism, or abuse of Habitat property or equipment will result in disciplinary action which can include criminal charges.
All personal tools are to be checked/approved by the site supervisor prior to use.

**VALUABLES**

Volunteers are encouraged not to bring items of high monetary and/or sentimental value to their work site. Tools should be labeled, and clearly marked with your name. Habitat for Humanity is not responsible for lost or stolen items.

**VOLUNTEER RECRUITMENT**

Active volunteer recruitment takes place annually February – October as that is when positions become available.

- **Individual Volunteers:** are encouraged to apply online and self-schedule themselves to a build date based on the construction availability. Should you choose to volunteer in a position other than construction, the Volunteer Coordinator will contact you individually.
- **Group Volunteers** Once a group commits to Habitat, the Volunteer Coordinator will connect with the Group Lead in order to schedule a date and review volunteer and safety requirements.

**WEATHER**

Houses are build, rain or shine. If the weather is bad, the site supervisor will decide on an alternative project for the day. In extreme cases cancellation may occur however this decision will be made on site. Please attend as scheduled.
Site Safety
Safety is everybody’s responsibility and is important on any construction site.

All volunteers are required to complete the mandatory online safety training quiz before arriving on site.

House construction can be one of the more dangerous occupations. Our Site Supervisor, House Leaders and/or Crew Leaders will instruct each volunteer about the correct and proper procedures for performing a task. They will familiarize volunteers with the potential hazards of tasks, and how such hazards can be minimized or eliminated.

Since Habitat work crews normally have a high proportion of inexperienced people volunteering, everyone must pay particular attention to safety.

Habitat for Humanity Manitoba and volunteers share the responsibility for establishing and maintaining a safe work environment. Habitat for Humanity Manitoba will attempt to assure a safe work environment by complying with local, provincial and federal safety regulations. In return, you are expected to obey safety rules and exercise caution in all of your work activities.

Never

Stand, walk, work or sit under a suspended work load. (ie: forklift or crane)

Move a load over the heads of other workers

Alter or make repairs to equipment and tools yourself. Report defects to the site supervisor.

Remove safety guards or disable safety devices.

Exercise caution when working with hand tools.

Lift with your knees, not with your back.
Safety Guidelines

Habitat's safety guidelines have been put in place to assist with mitigating risk and to proactively avoid any incidents on site. Make sure to review the following in order to better understand what is expected of you while volunteering for Habitat for Humanity Manitoba.

If at any time you do not feel safe while volunteering for Habitat, please see the site supervisor for modifications or alternate tasks.

<table>
<thead>
<tr>
<th>Only do a job for which you are trained or <strong>authorized</strong> to do.</th>
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<tr>
<td><strong>Report</strong> hazards, near misses and incidents to the site supervisor immediately.</td>
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<tr>
<td>Know where the <strong>first aid kit</strong> is located and how to get emergency help.</td>
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<tr>
<td><strong>Correct</strong> any hazards that you see if safe to do so.</td>
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<td><strong>Be cautious</strong> at all times.</td>
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<td><strong>Concentrate</strong> on your task and eliminate distractions.</td>
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<td><strong>Personal Protective Equipment</strong> is mandatory on site.</td>
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<td>Moving equipment must be <strong>accompanied</strong> by a guide with an unobstructed view.</td>
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<tr>
<td>Use tools which are <strong>in good condition</strong>.</td>
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<tr>
<td>Think of the <strong>safety</strong> of others as well as yourself.</td>
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<tr>
<td><strong>Inspect</strong> all power tools, hand tools, ladders and scaffolding before use.</td>
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<tr>
<td>Keep your work station and pathways <strong>clear</strong>.</td>
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PROPER SAFETY EQUIPMENT
Proper clothing is as essential to safety as the proper selection and use of tools. Wear clothes and gloves that are appropriate for the work and weather conditions. Loose clothing and long hair are dangerous therefore shirts should be tucked in and hair tied back. Hard hats and safety shoes are available onsite however volunteers are encouraged to bring their own should they have.

Hand tools are used in the majority of volunteer roles. When using a hand tools, always select the correct type and size for your work. If you are unsure, ask a supervisor for assistance. Make sure the tool is sharp and properly adjusted. Don’t use a tool if the handle is loose or in poor condition. Ensure the tool is clean before use as oil or dirt on a tool may cause an injury. Exercise caution when beginning any type of cut, and avoid using your hand or fingers as a guide.
POWER TOOLS AND ELECTRICAL EQUIPMENT

☑ Report defective/broken power tools to the site supervisor.
☐ Use extension cords which are frayed, have insulation showing, are fastened with staples, hung from nails, or suspended from wires.

☑ Check power tools for defective switched, cords, plugs and proper grounding daily.
☐ Carry or lower a power tool by its cord.

☑ Use a three-pronged plug on all electric power tools.
☐ Use defective/broken power tools. Instead immediately report this to the site supervisor.

☑ Volunteers need to sign off on having received power tool training before utilizing the tools.
☐ Use power tools without proper instruction on its use.

☑ Clean tools daily.

At Habitat, we never use power tools without the proper training. Instruction will be delivered from one of our site supervisors to all volunteers, experienced or not. The trainee will use the power tool under the direct supervision of the supervisor until the supervisor deems it acceptable to be used individually. If you are comfortable using power tools, please let the Site Supervisor or your House/Crew leader know.

In order to effectively and safely use power saws, the site supervisor will approve individuals based on skill, ability and interest. Not everyone will use a power saw while volunteering. Those who are chosen, will be trained to use the tool, experienced or not. The trainee will use the power tool under the direct supervision of the supervisor until the supervisor deems it acceptable to be used individually.
LADDERS
Ladders are a tool. Many of the basic safety rules that apply to most tools also apply to the safe use of a ladder. If you feel tired, dizzy or are prone to losing your balance, stay off of the ladder.

Inspect a ladder before you use it.
Look for wear and tear, missing hardware, loose rungs, or defects. Report any unsafe ladders to the site supervisor.

Place your ladder on solid footing.
Have someone hold the ladder steady while you are on it, tie it off to secure it. If there is a danger that the ladder will be hit, barricade it.

Use the three point of contact climb.
Keep both feet and one hand on the ladder at a time as you climb. When climbing, always face the ladder.

Move your ladder.
Do not move your body to reach the work, avoid working with both of your shoulders past one side of the ladder.

SCAFFOLDING
Similar to ladders, scaffolding should be inspected prior to use and used properly to avoid incident.

Inspect all scaffolding each day before using it. Never use damaged, defective or rusted equipment.

A scaffold must be designed to support four times the weight of the workers and the materials resting on it.

Never force end braces when constructing the scaffolding.

Ensure that the base of the scaffolding is solidly shored and leveled.

Use adjusting screws, and not blocks, when on an uneven grade. Make sure you plumb and level scaffolding.

When erecting scaffolding, provide adequate sills for the scaffold posts and use base plates.

All scaffolds should be equipped with a toe-board to eliminate the possibility that tools or debris will be kicked or pushed on people below.

Scaffolding components that are not designed to be compatible should not be mixed.
CLEAN WORK SITE
A clean work site is a safe work site. This refers to the neatness and good order of the construction site. Maintaining good housekeeping contributes to the efficiency of the worker and is important in preventing accidents. When on site make sure to:

- Position building materials and supplies in carefully laid out piles to allow adequate aisles and walkways.
- Do not permit blocks of wood, nails, bolts, empty cans, pipe, wire, or other materials to accumulate on the work site, they interfere with work, and constitute an unnecessary hazard.
- When working with boards with nails in them, remove all nails before discarding on the ground. Useable nails should be kept for future use.
- Keep tools and equipment which are not being used in chests, panels, or tool boxes.
- Clean up all rubbish and scrap materials on a daily basis.
- Never leave a work site unguarded unless all tools and materials have been properly secured.

House Leaders will implement a half an hour clean up session at the end of each day to ensure site cleanliness. This will allow for a clean start to the next day.
Build Day Expectations
We ask that volunteers who sign up to build stay for the duration of their shift (approx. 8 hours) from 8:15 am – 4:30 pm. See page five, point one for typical build tasks.

DAILY SCHEDULE

8:15 AM | Meet at Site and Sign In
We require you to be on time as we have lots to do.

8:30 AM | Safety & Orientation Talk
Tool and safety equipment distribution

10:30 AM | Morning Break On Site
Coffee, tea, water and snacks are supplied

12:00 PM | Lunch Break
Note: Lunch will not be supplied

2:30 PM | Afternoon Break On Site
Coffee, tea, water and snacks are supplied

4:00 PM | Clean Up
Put away tools in proper location, ensure work space is free from debris, clean up trash and rubbish

4:30 PM | Home Time
Thanks for your help!
Winnipeg Habitat for Humanity Inc. (“Habitat”)

Release, Indemnity and Waiver of Liability
(“Release”)

I, ________________________________, (hereinafter the “Volunteer”) desire to participate in the Habitat Program and the activities related to the Habitat Program. The Volunteer understands that the activities may include preparation and construction of residential buildings and clean up, the sale of new and used building materials, various activities incidental to the sale of used building materials, various fundraising activities and activities incidental to the other foregoing (herein called the “Habitat Program”). The Volunteer understands that the Habitat Program may include activities that may be hazardous to the Volunteer. The Volunteer further understands that personal injury, death, property damage or loss may be caused or contributed to by the negligence or carelessness of others.

In consideration of Habitat allowing the Volunteer’s participation in the Habitat Program, the Volunteer does:

1. hereby remise, release and further discharge Habitat, its employees, directors and officers and any employees, directors, officers or other individuals who provide or donate services or funding to Habitat (collectively, the “Releasee”) of and from all manners of action, causes of action, claims or demands, or obligations of any kind whatsoever which the Volunteer ever had, now has, or may hereafter have arising from or connected, directly or indirectly, with such Volunteer’s participation in the Habitat Program.

2. agree and understand that this Release discharges the Releasee from any liability or claim that the Volunteer may have against Habitat with respect to any bodily injury, personal injury, illness, death, or property damage that may result from the Volunteer’s participation in the Habitat Programs. The Volunteer also understands that the Releasee does not assume any responsibility for or obligation to provide financial assistance or any other assistance, including medical, health, or disability insurance.

3. hereby indemnify and save harmless of and from all liabilities, obligations, damages, penalties, claims, costs (including reasonable professional fees), fines, suits, demands and actions and causes of action (including income taxes), which may be imposed upon or incurred by or asserted against the Releasee by reason of the Volunteer’s participating in the Habitat Program.

4. understand that the Habitat Program may include activities that may be hazardous to the Volunteer and that the food, may be donated to the Releasee or anyone of them beyond the control of the Releasee. The Volunteer assumes the risk of injury or harm in these activities and releases Releasee from all liability from injury, illness, death, or property damage resulting from the activities of the Volunteer’s participation in these Habitat Programs, including negligence on the part of Habitat, or other participants, or anyone else.

5. hereby release and forever discharge Habitat from any claim whatsoever which arises or may hereafter arise on account of any first aid, treatment or service rendered in connection with the Volunteer’s participation in the Habitat Program.

6. If the Volunteer is less than 18 years of age, the Volunteer and the parents having legal custody and/or the legal guardians of the Volunteer also hereby release and forever discharge the Released Parties from any claim whatsoever which arises or may hereafter arise on account of the decision by any representative or agent of the Released Parties to exercise the power to consent to medical or dental treatment.

*It is the policy of Habitat that children under the age of 16 are not allowed on Habitat worksites while construction is in progress. It is further the policy of Habitat that, while minors between the ages of 16 and 18 may be allowed to participate in construction work, anyone under the age of 18 shall be not permitted to use power tools, excavation, demolition, work on rooftops and similar activities.*
INSURANCE
The Volunteer understands that the Releasee carries and maintains insurance coverage with the Workers Compensation Board for Employers in Non-Mandatory Industries (the “WCB Coverage”), and a Blanket Accident Benefits Coverage through Orr Insurance Brokers Inc. The Volunteer acknowledges that he or she has had sufficient opportunity to read the Insurance Coverage and determine if he or she desires additional health, medical, or disability insurance coverage and to arrive with such additional coverage in effect.

PHOTOGRAPHIC RELEASES
The Volunteer grants Habitat all right, title, and interest in any and all photographic images and video or audio recordings made by Habitat and/or authorized agents during the projects, including any royalties, proceeds, or other benefits derived from such photographs or recordings.

RIGHTS
Everyone working/volunteering in Manitoba has the right to know about what hazards there are in the workplace and what precautions must be taken to avoid injuries from those hazards, to participate in safety and health activities in the workplace, without fear of discriminatory actions such as discipline and to refuse work that one believes to be dangerous to oneself or to others.

OTHER
The Volunteer agrees that this Release is intended to be as broad and inclusive as permitted by the laws of the Province of Manitoba, and that this Release shall be governed by and interpreted in accordance with the laws of the Province of Manitoba. The Volunteer agrees that if any clause or provision of this Release shall be held to be invalid by any court or competent jurisdiction, the invalidity of such clause or provision shall not otherwise affect the remaining provisions of the Release which shall continue to be enforceable. Furthermore, to the extent that this Release limits, waives or restricts a benefit to which the Volunteer would be entitled under Part I of the Workers Compensation Act (Manitoba), this Release shall be deemed not to apply to the Volunteer.

I have read this document thoroughly and agree with its terms. I understand that, by signing this document, I give up important legal rights, including the right to sue.

Volunteer Name: _______________________________  Signature: _______________________________

Address: __________________________________________  Date: _______________________________

Witness Name: _______________________________  Signature: _______________________________

Date: _______________________________

IMPORTANT: If the Volunteer is less than 18 years of age, a parent or guardian must also sign this Release and Waiver of Liability with a witness. If only one parent or guardian executes this Release on behalf of a Volunteer who is under 18 years of age, then the undersigned parent or guardian of the Volunteer hereby covenants, warrants, represents and agrees that he or she is executing this Release on behalf of, and as an agent for, any other individual who may be a parent or guardian of the Volunteer, and that by executing this Release, the undersigned is binding himself/herself, the Volunteer, and any other parent or guardian of the Volunteer, and all of their heirs, executors, personal representatives, assigns and estates to this Release.

Parent/Guardian: _______________________________  Signature: _______________________________

Address: __________________________________________  Date: _______________________________

Witness Name: _______________________________  Signature: _______________________________

Date: _______________________________