130 Ivy Hill Rd., Weaverville, NC 28787. 828-708-9331

CONFIDENTIALITY AND UNETHICAL BEHAVIOR AGREEMENT

In consideration of this opportunity to volunteer, I agree to the following terms and conditions, intending to be legally bound by them:

All information concerning horses, clients, staff, financial data, business records and employees is confidential. No information about donors, patrons or other volunteers may be released without specific authorization. The management, staff and our patrons rely on our volunteers to conform to this rule of confidentiality. Failure to maintain confidentiality may result in termination of the volunteer’s relationship with Equinox Horse Foundation. Violations of this policy may also result in personal liability.

Any Equinox Horse Foundation volunteer, acting in an official capacity shall not take any action that would result in the volunteer’s financial benefit or the benefit of his immediate family members. Volunteers will not ask for or receive for themselves or for a member of their household, directly or indirectly, any monies or gifts from the community. Any potential conflict of interest should be disclosed. It will not preclude volunteer service if it is declared appropriately.

Volunteers are likewise subject to immediate dismissal if they engage in any activity which might be construed as sexual harassment or use of the Equinox Horse Foundation name, equipment or materials for any illegal or unethical purposes. Any volunteer who observes another volunteer or staff member engaged in unethical or illegal activity should immediately report the activity to the volunteer coordinator. The confidentiality of the reporting volunteer will be protected.

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PHOTO/PUBLICITY RELEASE

I DO/DO NOT (circle one) authorize Equinox Horse Foundation to use my image, voice, written or artistic works, whether in video, audio recordings, photographs or otherwise to promote Equinox Horse Foundation and its activities and programs.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_ Sign Date