



ACCIDENT WAIVER AND RELEASE OF LIABILITY FORM

In order to be able to participate in the Squads Abroad program (“Program”) offered by Global Brigades, Inc. (“Global Brigades”), I hereby warrant, represent and agree to the following:

1. I am 18 years of age or older and I understand this is a legal document.
2. If I am not yet 18 years of age, and will not be 18 at the time I depart for my Program, I hereby agree and acknowledge that one or more of my legal guardians must review, agree to, and sign this waiver according to the terms below.
3. I have read the Ethics Policy (transcribed below) and will adhere to it. I will act with the utmost respect for the culture and community that I will be serving.
4. I understand that the possession, use, sale, distribution or production of narcotics or other illegal drugs, or acting as an accessory, liaison or facilitator for any of the above, will not be tolerated and will result in my being immediately terminated from the Program without any reimbursement or compensation. I understand it is my responsibility to know the local laws. I will not consume alcohol so as to impact others around me or to impede my ability to participate in Program activities. I understand that it is my responsibility to report any violations of the policies set forth in this paragraph as well as to report any other actions that may be harmful to the group or to staff.
5. I understand that I may be dismissed from the Program and turned over to local law enforcement should I violate the local law of the host community or country. I also understand that there is zero tolerance for any violent behavior or possession of any weapon or any aggression or perceived aggression and that my engaging in any such actions will result in automatic and immediate dismissal from the Program.
6. I understand that sexual relations and expectations within local cultures are different and should be respected. I will maintain a high level of professionalism and I will not develop or engage in intimate relationships while conducting international volunteer activities with Squads Abroad. Sexual misconduct is disruptive to the brigade and potentially offensive to the host culture and similarly merits dismissal.
7. I understand there are risks involved with international travel and I understand the nature of the Program on which I am to embark. I have been given the opportunity to ask questions about the Program and about travel to and from my ultimate destination. I am not required to participate in the Program but I want to do so, despite the risks my participation entails.
8. I understand that participation in the Program will take me away from my home country for an extended period of time. I understand that I will be in unfamiliar surroundings and that I will be exposed to risks to my person and possessions. I understand there are hazards and risks inherent in travel and in my participation in the activities in the Program, including but not limited to: political, social, and economic conditions which are different than in my home country and which can change in an unpredictable manner; differing standards of design, safety, and maintenance of buildings, hygiene, sanitation, public spaces, and transportation; varying quality of available medical treatment and differing health, safety, legal, cultural, and religious beliefs and conditions; homesickness and loneliness; kidnapping; violence and crime; civil unrest; all of which could cause



serious personal injury or loss of life to me and/or loss or damage to me or my property. I understand that communication in different regional or international locations can be difficult and in the event of an accident, rescue and medical treatment may not be immediately available. I understand that weather conditions may be extreme and can change rapidly and without warning, making travel by any means hazardous. I acknowledge and accept that Squads Abroad may be unable to predict whether the foreign location used is safe for travel at a given time. I understand that human error; failure to forecast or recognize a hazardous situation; negligence of other travelers or local residents; and negligence on the part of other students or of Squads Abroad, including the failure of Squads Abroad to safeguard or protect me from risks, dangers, and hazards, may result in personal injury, death, property damage or losses resulting therefrom. Nonetheless, I freely and voluntarily accept and assume all risks for such personal injury, loss of life, or property loss or damage.

9. To mitigate the risks associated with travel and immersion into another culture, such as any violent, sexual or other assaults, I hereby agree that I will remain with my group at all times. I understand that I am expected to participate in all planned Program activities unless there are health issues preventing my participation.
10. I understand that for my Program dates, I will be covered by the Squads Abroad travel insurance policy which provides base coverage for injuries and illnesses I sustain or experience during travel outside my home country. I understand that I have the option, at my own expense, to increase the coverage limits of the policy provided by Squads Abroad, or to purchase separate travel insurance on my own. I understand that Squads Abroad is not responsible for any medical expense I may incur while abroad. I agree to be accountable in all respects for my own actions and I will not hold Squads Abroad to be accountable for my actions. I acknowledge that I have been advised by Squads Abroad of the risks and dangers of my participating in the brigade and of the need for me to act responsibly at all times.
11. I understand the risks of illness, infection and disease in the region(s) in which I am traveling, and have been advised of the recommended vaccinations/immunizations according to the CDC. I further understand and acknowledge that during the course of my Program, I may come into contact with individuals whose ailments may range from minor colds to serious illnesses and diseases. I understand that it is my sole responsibility to obtain the recommended vaccinations and/or immunizations prior to my Program. While Squads Abroad will do everything it reasonably can to create a safe environment for me, I understand that Squads Abroad cannot prevent illness or infections while I am traveling and therefore I absolve Squads Abroad and Global Brigades from any responsibility or liability for any illness I incur during the program or while traveling to or from it unless such illness or infection is due to Squads Abroad' gross negligence. I am physically fit and have not been advised by a medical professional not to participate on the Program. I do not have any health-related reasons or problems precluding my participating in the Program. I hereby consent to receive medical treatment which may be deemed advisable in the event of injury, accident, and/or illness during my time in the Program or while traveling to or from it.
12. Discipline Policy: If I violate any of the aforementioned policies or procedures, Squads Abroad may, at its sole discretion, require me to return immediately to my home country. In such event, no refund will be made and I will bear any costs associated with the decision to require me to leave. In its sole discretion and for any reason, Squads Abroad may cancel the Program at any time and may at any time require all participants return to the United States. In such event, no



refund will be made and I will bear my share of any costs associated with the decision to cancel the brigade and return to the United States. I hereby warrant and represent that I have reviewed the below policy and submit to same:

- a. Should participant commit or engage in any of the following acts during the Program, Squads Abroad' reserves the right to immediately remove the participant from the Program and send them back to their home country at their own expense.
 - i. Possession, use, or sale of narcotics or other illicit substances;
 - ii. Consumption of alcohol;
 - iii. Violent behavior and/or possession of weapons;
 - iv. Sexual misconduct and/or engaging in inappropriate intimate relationships during the Program, which is deemed offensive to the host country;
 - v. Any and all acts which are deemed criminal in nature;
 - vi. Failure to remain with the group at all times;
 - vii. Engaging in abusive behavior towards the staff, community members, or fellow volunteers;
 - b. Should participant commit or engage in any of the following acts during the Program, they shall be given one warning. Upon commission of a second offense, participant shall be removed from the program at the discretion of the in-country Executive Director, and sent back to their home country at their own expense.
 - i. Failure to act in a respectful manner towards community members;
 - ii. Failure to comply with Squads Abroad and Global Brigades' Ethics Policy;
 - iii. Engaging in any act which jeopardizes the safety of Squads Abroad' staff, community members, or fellow volunteers.
 - c. Should it be necessary to send participant back to their home country prior to completion of the Program, any costs incurred to change the flight back shall be the sole responsibility of the participant. If participant refuses to pay the fee, Squads Abroad reserves the right to contact participants' emergency contact to cover the flight change costs.
13. Photo/Video Privacy Release. I hereby consent that Squads Abroad, its legal representatives, agents, successor or assigns, shall have the right to use my name, image, and likeness contained in any photograph, video recording and/or sound recording taken during my Program, for marketing, publicity, educational or any other lawful purpose, in reproductions thereof in color or otherwise. In giving this permission without fee or limitation whatsoever, I represent and agree to release, discharge, and hold harmless Squads Abroad, its employees, volunteers, and staff members, from any and all claims, actions and demands of whatsoever nature, including but not limited to any claims of libel, or invasion of privacy, arising out of or in connection with the use of any photograph, video recording and/or sound recordings or any part thereof. I understand that the above use and disclosure may continue without expiration, but that I may revoke this authorization at any time by submitting a written request that it be cancelled to Squads Abroad.
14. In consideration for my being able to participate in the Program, I hereby take action for myself, my family, my estate, my executors, and my heirs, as follows:
- a. I WAIVE, RELEASE, AND DISCHARGE Global Brigades d/b/a Squads Abroad and any related or affiliated companies or organizations, as well as its respective officers, employees, agents, representatives, and volunteers (individually and in their official capacities) from any and all claims, judgments, and liability for any injury, including but not limited to



personal injury and death, or damage to property, including but not limited to total loss, arising out of or in any manner related to my participation in and travel to and from the Program. I agree to indemnify, defend, and hold harmless Global Brigades and any related or affiliated companies or organizations, as well as its respective officers, employees, agents, representatives, and volunteers (individually and in their official capacities) from any and all liability, losses, damages, judgments, or expenses, including attorneys' fees, that they may incur or sustain in connection with my participation in and travel to and from the Program. I understand that this statement covers any and all claims, including but not limited to, negligence and failure to supervise, against any of those mentioned above. I also understand that this statement binds me, my family, estate, and/or heirs.

- b. I AGREE TO INDEMNIFY, HOLD HARMLESS, AND PROMISE NOT TO SUE Global Brigades d/b/a Squads Abroad and any related or affiliated companies or organizations, as well as their respective officers, employees, agents, representatives, and volunteers (individually and in their official capacities) from any and all liabilities or claims made as a result of my participation, whether caused by negligence or otherwise. I acknowledge that Global Brigades d/b/a Squads Abroad, and its officers, employees, agents, and volunteers (individually and in their official capacities) are not responsible for the errors, omissions, acts, or failures to act of any party or entity conducting a specific activity on their behalf. I agree, promise, and covenant not to sue, or assert any claim against Global Brigades for any reason whatsoever arising from or in any way connected with my participation in the Program or from any claim brought against me by other participants or third parties.
15. Refund and Cancellation Policy: I hereby warrant and affirm that I have reviewed the Squads Abroad' [Refund and Cancellation policy found on the Squads Abroad website](http://www.squads.ngo/agreements) (<http://www.squads.ngo/agreements>) and agree to abide by the same.
 16. Force Majeure: Global Brigades, d/b/a Squads Abroad reserves the right to cancel or postpone the Program due to the following force majeure events ("Force Majeure Events"): (a) acts of God; (b) flood, fire, earthquake, hurricane or tropical storm (c) war, invasion, hostilities, terrorist threats or acts, riots or civil unrest (d) government order or law; (e) endemic and pandemic disease; (f) strikes, labor stoppages or slowdowns; and (j) other similar events beyond the reasonable control of Squads Abroad. In the event of a cancellation or postponement due to a Force Majeure Event, the Squads Abroad' Refund and Cancellation Policy shall remain in full force and effect.
 17. This Agreement constitutes the entire Agreement between us and supersedes all prior proposals, discussions, and agreements, whether oral or written between us on any matter regarding Squads Abroad or the Program.
 18. This Agreement is to be construed under the laws of the State of Washington. If any portion of it is held to be invalid, the remainder shall remain in full force and effect. I have read this statement in its entirety and I understand its terms and agree to be legally bound by it.
 19. Any controversy or claim arising out of or relating to this contract, or the breach thereof, shall be settled by arbitration in Seattle, Washington, administered by the American Arbitration Association under its Commercial Arbitration Rules and Mediation Procedures.



20. This Accident Waiver and Release of Liability Form shall be construed broadly to provide a release and waiver to the maximum extent permissible under applicable law.
21. I CERTIFY THAT I HAVE READ THIS DOCUMENT AND I FULLY UNDERSTAND ITS CONTENT. I AM AWARE THAT THIS IS A RELEASE OF LIABILITY AND A CONTRACT AND I SIGN IT OF MY OWN FREE WILL.
22. In entering into this Agreement, I am not relying upon any oral or written representations or statements made by Global Brigades with respect to the safety or value of the brigade. I understand that I have the right to seek legal advice before executing this Release.

Signature: _____

Participant Name: _____ Date of Birth: _____

Participant Signature: _____ Date: _____

In the event that Participant is under the age of 18, this Agreement must be signed by one or more of the Participant's parents or legal guardians. By signing this Agreement, the parents or legal guardians acknowledge that they have read and understood this Agreement, that they: 1) have the legal authority to sign this Agreement on behalf of the Participant and waive the participant's legal rights in accordance with the terms of this Agreement; 2) on their behalf and on behalf of the Participant, agree with all terms of this Agreement; and 3) will be bound, both on behalf of the Participant and for any claims asserted on their own behalf, by the provisions of this Agreement, including without limitation the release and indemnity provisions set forth in Section 14.

Name of Parent of Legal Guardian: _____

Signature of Parent or Legal Guardian: _____ Date: _____

Name of Parent of Legal Guardian: _____

Signature of Parent or Legal Guardian: _____ Date: _____



GLOBAL BRIGADES CODE OF ETHICS

*Global Brigades and Squads Abroad staff, volunteers, partners, affiliates and donors, are committed to excellence in our work and interactions with the local communities we serve. We act with respect and honesty to encourage participation, collaboration, and long-term partnerships. We share our knowledge and are committed to learning from each other. We embrace diversity and we approach our work with cultural awareness. We integrate our programs to ensure our contributions support our efforts to improve quality of life in holistic and comprehensive ways. Our ethical commitments reflect our guiding principles of social responsibility, sustainability, cultural competency, respect, transparency, and accountability.

I. Social Responsibility

We are committed to preserving indigenous and local cultures and to improving the health, economic development, and environment of the communities we serve. We empower our stakeholders to share and develop knowledge, while fostering leadership development and global awareness in our volunteers. We create socially conscious citizenry within our university clubs and international communities, together with our nonprofit partners. For the safety of community members and ourselves, we do not conduct services that we are not licensed to conduct.

Values:

Helping Others, Do No-Harm, Teamwork, Empowerment, Quality of Life, Trust, Commitment, Leadership

In practice:

- I respond to community needs in a socially responsible way to my full ability, talent, and
- I am responsible for contributing to a social climate in which human needs are met and quality of life is improved.

II. Sustainability

We select projects based on a holistic model for sustainability, and empower local communities and partners to achieve independence through maintaining their projects. We are committed to the confluence of program objectives and to developing projects using sustainability criteria and needs assessment. We develop, support, and value partnerships with international and local nonprofit organizations to ensure our mutual work is continued.

Values:

Quality of Life, Trust, Teamwork, Respect, Holism, Empowerment, Long-Term Vision, Sharing, Knowledge, Community Development, Partnership, Collaboration, Independence

In practice:

- I am committed to community projects and programs and I am contributing to their completion.
- I approach my work with consideration for all aspects of the community's needs and I work to connect these efforts.



III. Cultural Competence

We believe that cultural competence and humility are vital to success. We promote practices and procedures that encourage respect for diverse cultures and establish a global perspective. Our development efforts are effective and sustainable when accepted by the local community and by our international nonprofit partners. Our cultural diversity and understanding is reflected in our volunteers, programs, and partners.

Values:

Tolerance, Diversity, Empathy, Communication, Empowerment, Human Dignity

In practice:

- I acknowledge that to be culturally competent I must be open to learning, without assumption of knowledge, about local customs and norms.
- I am committed to conducting myself in respectful ways as dictated by local cultural norms.

IV. Respect

We respect our relationships with volunteers, communities, staff, and partners through creative collaboration. We ensure mutual beneficence for all stakeholders.

Values:

Collaboration, Diversity Tolerance, Open-Mindedness, Trust, Creativity, Innovation

In practice:

- I am committed to involving all key participants in discussions and decisions that directly affect them.
- I embrace and contribute innovative ideas and feedback in collaborative work settings.

V. Transparency and Accountability

We practice transparency and accountability in our actions and behaviors. We dedicate the largest portion of our financial resources to developing the communities we serve. We create accessible programs for volunteers and communities. We responsibly and strategically develop and administer all donations, volunteer capital, and in-kind support. Our financial activity is open to public disclosure.

Values:

Honesty, Trust, Do No-Harm, Respect, Commitment