

Hawai'i Symphony Orchestra Volunteer Liability Waiver

Volunteer Service

I understand that I am participating as a volunteer for the **Hawai'i Symphony Orchestra ("HSO")** and that my services are provided voluntarily and without expectation of compensation, wages, or other employment benefits. I understand that many concerts and events are also in conjunction with venue partners such as the Neal Blaisdell Concert Hall, public parks, and other venues in which other rules and regulations may apply.

I understand that my volunteer duties may include, but are not limited to, greeting and assisting patrons, scanning tickets, providing directions and information, assisting with events, helping with seating and audience services, distributing materials, and other activities assigned by HSO staff.

I agree to follow all reasonable instructions, policies, procedures, and safety guidelines provided by HSO staff and to conduct myself in a professional, respectful, and courteous manner.

Assumption of Risk

I understand that volunteering may involve certain risks, including but not limited to walking or standing for extended periods, lifting or carrying items, navigating stairs or uneven surfaces, working around crowds and marketing props, and other risks associated with attending or working at concerts and events.

I voluntarily assume responsibility for the risks associated with my participation as an HSO volunteer, to the extent permitted by law.

Release and Waiver

To the fullest extent permitted by applicable law, I release and hold harmless the Hawai'i Symphony Orchestra, its officers, directors, employees, agents, representatives, and authorized volunteers from claims arising from my participation as a volunteer, except to the extent such claims result from conduct that cannot legally be waived or released.

I understand that this provision is intended to apply only to the extent permitted by applicable law.

Personal Property

I understand that I am responsible for my personal belongings while volunteering. HSO is not responsible for lost, stolen, or damaged personal property brought to a volunteer assignment.

Emergency Medical Care

In the event of an emergency while I am volunteering, I authorize HSO personnel to contact emergency services and, when reasonably necessary, to seek emergency medical assistance on my behalf.

I understand that I am responsible for any medical expenses incurred as a result of such treatment, except where otherwise required by law or covered by applicable insurance.

Photography and Recording

I understand that HSO events may be photographed, filmed, or otherwise recorded for promotional, archival, educational, or other organizational purposes. **I authorize HSO to photograph or record me** and to use my image, likeness, or voice in connection with HSO's promotional, educational, archival, or communications materials without additional compensation.

Confidentiality and Patron Information

I understand that, during my volunteer service, I may encounter confidential or private information relating to HSO, its patrons, donors, artists, staff, volunteers, or operations.

I agree not to disclose or misuse confidential information obtained through my volunteer activities and will follow HSO policies regarding patron information, ticketing systems, photographs, recordings, and other organizational information.

I understand that I must not access, copy, photograph, share, or otherwise use patron information except as specifically authorized by HSO.

Volunteer Conduct

I agree to treat patrons, artists, staff, fellow volunteers, and members of the public with respect and professionalism.

I understand that HSO may end my volunteer service at any time if I fail to follow HSO policies, safety procedures, reasonable instructions, or standards of conduct.

No Employment Relationship

I understand that my participation as a volunteer does not create an employment relationship between me and HSO. I understand that I am not entitled to wages, salary, employee benefits, or other compensation for my volunteer service, except where required by applicable law.

Acknowledgment

By signing below, I acknowledge that:

- I have read and understand this Volunteer Waiver and Release.

- I have had an opportunity to ask questions about this document.
- I understand that I am volunteering freely and voluntarily.
- I agree to comply with HSO's volunteer policies and procedures.
- I understand the nature of the activities in which I may participate and the risks associated with volunteering.
- I agree to the terms of this document to the fullest extent permitted by applicable law.

Volunteer Signature: _____

Printed Name: _____

Date: _____

Parent/Guardian Consent

Required if the volunteer is under 18 years of age, if applicable.

I am the parent or legal guardian of the volunteer named above. I have read and understand this Volunteer Waiver and Release and consent to the minor's participation as an HSO volunteer.

Parent/Guardian Signature: _____

Printed Name: _____

Date: _____