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Iain Nicolson  
Audubon Center  
at Rowe Sanctuary

**Adult Volunteer Application**

Date \_\_\_\_\_

**Contact Information**

Name \_\_\_\_\_ E-mail \_\_\_\_\_  
Last First

Mobile Phone (\_\_\_\_) \_\_\_\_\_ Home Phone (\_\_\_\_) \_\_\_\_\_

Street Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Most Preferred method of contact: Email \_\_\_\_\_ Phone \_\_\_\_\_ Text \_\_\_\_\_

Place of Employment \_\_\_\_\_ Position \_\_\_\_\_

In case of emergency, please contact: Name \_\_\_\_\_ Phone (\_\_\_\_) \_\_\_\_\_  
Relationship \_\_\_\_\_

What times are you available for volunteering? I'm flexible [ ] Weekdays [ ] Weekends [ ]  
Only during Crane Season [ ] Morning [ ] Afternoon [ ] Evening [ ]

How did you hear about us?

Crane season activities [ ] Current Volunteer or Staff [ ] Other \_\_\_\_\_  
Education Programs [ ] Website [ ]

**Please check the areas that you would like to help as a volunteer at Audubon's Rowe Sanctuary**

- Community Science Projects [ ] Special Events [ ]
- Clerical Duties [ ]
- Database entry [ ] Filing [ ]
- Center Staffing [ ]
- Education Programs [ ] Phone Receptionist [ ]
- Adult [ ] Children [ ]
- Gift Shop [ ]
- Gardening (rain gardens, prairie garden) [ ] Habitat work [ ]
- General Labor [ ] Invasive plant control [ ] Seed collection [ ]
- Building Maintenance [ ] Carpentry [ ] Prescribed Burning [ ]
- Trail Maintenance [ ] Mechanical [ ]

Please describe any medical conditions we should know about

\_\_\_\_\_  
\_\_\_\_\_

*Please return this form using the following information*  
Rowe Sanctuary Attn: Volunteer Coordinator 44450 Elm Island Road Gibbon, NE 68840  
Phone: (308)468-5282 Fax (308)468-5627  
[rowevolunteercoordinator@audubon.org](mailto:rowevolunteercoordinator@audubon.org)



# Audubon | NEBRASKA Code of Conduct and Volunteer Agreement

As a volunteer at Iain Nicolson Audubon Center at Rowe Sanctuary your personal conduct is vital to creating a fun, friendly, equitable, and educational experience for all who visit and work here. To facilitate this atmosphere, this code of conduct and volunteer agreement has been established. The code is a set of policies that allow for diversity while establishing clear, acceptable guidelines for conducting yourself while on duty and participating in activities.

Also, as part of the National Audubon Society, our volunteers as well as are staff, are expected to understand, agree to, and follow our Equity, Diversity, and Inclusion mission. Please read the following and initial your agreement at the end of the statement.

*“Just as biodiversity strengthens natural systems, the diversity of human experience strengthens our conservation efforts for the benefit of nature and all human beings. Audubon staff and volunteers must represent and reflect that human diversity, embracing it in all the communities where we work, in order to achieve our conservation goals. As an Audubon volunteer, you are dedicated to fostering an inclusive, communal environment that prioritizes fairness and respect and brings us together as a caring community of people who are inspired by birds and want to protect them. We respect the individuality of each member of our community, and are committed to an environment free of any kind of discrimination based on race, color, religion, sex, age, sexual orientation, gender identity and expression, disability, national or ethnic origin, politics, or veteran status.” \_\_\_\_\_ (initials)*

Volunteers agree to:

- Authorize an independent, confidential criminal background check (if over 18)
- Follow all guidelines, policies and procedures
- Appear clean, neat and appropriately attired
- Treat others with respect, patience, courtesy and tact
- Be professional, positive, approachable, helpful and courteous
- Be flexible, cooperative and supportive of all volunteers and staff members
- Be well informed and knowledgeable when presenting information to visitors
- Be prompt and reliable in reporting for scheduled volunteer shifts
- Call the Volunteer Coordinator if not able to report for duty as scheduled as early as possible
- Respect the principle of confidentiality
- Record hours volunteered in the designated manner
- Comply with all policies outlined in “General Conduct for the Protection of Young People” and the “Guidelines for Appropriate Affection and Interactions with Young People.”
- Immediately report any observations of inappropriate behaviors or possible policy violations to Volunteer Coordinator
- Understand that irregular attendance, poor performance, or failure to cooperate with staff and policies may be interpreted as a desire to resign
- Accept that Rowe Sanctuary has the right to revoke volunteer privileges

Volunteers shall not:

- Deliberately or neglectfully waste, damage or steal personal, guest, or Rowe Sanctuary property
- Use profanity, inappropriate jokes, nor any kind of harassment

Volunteer Name (please print) \_\_\_\_\_ Date \_\_\_\_\_

Volunteer Signature \_\_\_\_\_

RELEASE OF LIABILITY & USE OF IMAGE BY AN ADULT PARTICIPANT

Program: Volunteering at Rowe Sanctuary  
Program Leader(s): Volunteer Coordinator  
Site: Iain Nicolson Audubon Center at Rowe Sanctuary

In consideration of my participation in the National Audubon Society, Inc. (“Audubon”) program identified above (the “Program”), I state and agree as follows:

I agree and understand that recordings, which may include my image, appearance, voice, name and/or biographical material (“My Likeness”) may be made and/or produced at the Program. I hereby give Audubon permission to use, reproduce, duplicate, broadcast and distribute My Likeness, in any and all media, including but not limited to the Internet, whether now known or hereafter devised, in perpetuity. I agree that I have no claim for compensation, that My Likeness may be used in commercial or advertising materials, that My Likeness may be edited at Audubon’s sole discretion, and that I waive any right to inspect or approve the finished version.

I agree that Audubon may use, reproduce, display, make derivative works and distribute any materials I create while participating in the Program (“Artwork”), or any parts thereof, in any and all media, including on the Audubon website and in Audubon magazine, and permit Audubon to use the Artwork in connection with fundraising appeals. Audubon’s license to use the Artwork shall be perpetual, royalty-free and non-exclusive.

I agree to follow the instruction of the Program Leader(s). I have been instructed in and understand the use of equipment I am to use. I understand that there are possible dangers associated with the Program, including, but not limited to, hazards associated with traversing unimproved trails and uneven ground, use of power tools and other heavy machinery, and other risks associated with agricultural practices. I understand that my participation in the Program may involve sustained strenuous physical activity. I am in good health and am aware of no physical problem or condition that will limit or interfere with my ability to participate in the Program.

I agree that I am participating in the Program at my own risk, and acknowledge that Audubon has made no warranty or representation, expressed or implied, regarding the safety of conducting the Program.

I expressly release and hold harmless Audubon and its officers, directors, employees, agents, licensees, successors and assigns from and for any and all claims, demands, actions and causes of action whatsoever for (i) libel, defamation, invasion of privacy or right of publicity arising from Audubon’s use or alteration of My Likeness (or any part thereof); or (ii) any loss, damage or injury to person or to property suffered or incurred by me in connection with the Program or any aspect of it, including, but not limited to, any transportation arranged by, paid for or provided by Audubon.

This release shall be binding upon me and my heirs, next of kin, executors, administrators and assigns. By signing below, I acknowledge that I have thoroughly read and understand this form and that the statements I have made are all true.

Participant Information:

\_\_\_\_\_  
Participant’s Name (print)                      \_\_\_\_\_  
Participant’s Name (sign)                      \_\_\_\_\_  
Date