



Florida Keys Wild Bird Rehabilitation Center

Mission Wild Bird Hospital + Laura Quinn Wild Bird Sanctuary

Volunteer Application

Contact Information

Name: _____ DOB _____

Address: _____

City: _____ State: _____ ZIP: _____

Phone: _____

Email: _____

What position(s) are you applying for? _____

When are you available for voluntary work? Totally Flexible

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Times							

How long do you intend to volunteer for? _____

Do you have any particular skills or qualities that you could use in your voluntary work?

Have you ever done any volunteer work before? If yes, please tell us a little about the

experience. _____

Employment

Current Employer, if applicable: _____

Position/Title _____

Dates of Employment (starting, ending) _____

Address _____

Do you have a driver's license? No Yes

Do you have car insurance? No Yes

Do you have a car available for transporting? No Yes

Any allergies or physical limitations? _____

Have you ever been convicted of a crime? [If yes, please explain the nature of the crime and the date of the conviction and disposition.] Conviction of a crime is not an automatic disqualification for volunteer work.

Emergency Contact Name: _____

Phone: _____ Relationship: _____

Certification of Application:

"I certify that all information submitted by me on this application is true and complete. I understand that if any false information, omissions or misrepresentations are discovered my application may be rejected and active volunteer status may be terminated."

Applicant Printed Name: _____

Applicant Signature: _____ Date: _____



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Volunteer Guide

Welcome to FKWBC!

Welcome and thank you for volunteering with FKWBC. We are excited that you have chosen to volunteer your time and skills to help us care for Florida's native wildlife. The rules and information contained in this guide are meant to explain what it must be like to be a patient recovering at a wildlife hospital and how we can best keep you, our patients, and staff safe

Mission

The Florida Keys Wild Bird Center is a not for profit 501(c)3 conservation organization dedicated to the rescue, rehabilitation, and release of native and migratory wild birds that have been harmed or displaced; providing or locating a humane shelter for those birds that cannot be released; and educating the public toward the importance of coexistence with all wild bird species.

Florida Keys Wild Bird Center & Laura Quinn

Founder, Laura Quinn – the “Bird Lady”

For a long time, the history of the Florida Keys Wild Bird Center was about one woman, the “Bird Lady” - a name Laura Quinn, Founder, earned over the years as she created a natural legacy rescuing and rehabilitating wild birds. Once a statistician and mathematics teacher, Quinn always loved nature. She and her husband were sailors, eventually relocating to a home in Lower Matecumbe. Quinn once stated “I’d get bored on the boat, I tried to knit or crochet, but woodworking seemed to be the thing I could do that was okay to get wet.” To counter her boredom, she began carving native birds that she encountered in the Keys.

Eventually, her interest in avian species led her to collaborate with a veterinarian, Dr. Robert Foley, to provide modest rehabilitation facilities behind her small oceanfront home. By reading bird books and observing Dr. Foley, Laura learned how to rehabilitate her feathered friends, helping them heal their broken wings and removing fishhooks and monofilament line. But when the sick and injured birds she cared for increased in number and species, expansion became necessary. With a bit of luck, Quinn discovered and acquired a 5.5-acre property on which only three-quarters of an acre could be developed or built upon — just enough space for a house and office. The rest of the property was (and remains) lush native vegetation, mangroves, hammocks and wetlands.

Florida Keys Wild Bird Center

Incorporated in 1988, the Florida Keys Wild Bird Rehabilitation Center, Inc. officially opened its doors as an organization in 1991. The Center and our native wild and migratory birds owe much gratitude to Laura Quinn, who left to fly with the birds in 2010. Our past, present and future are the direct result of one woman embracing her passion and caring for the environment and wildlife in the Florida Keys.

Our Facilities

Laura Quinn Wild Bird Sanctuary

93600 Overseas Hwy

Tavernier, FL 33070

The Laura Quinn Wild Bird Sanctuary provides a humane, natural and protected refuge to hindered birds.

Founder Laura Quinn recognized that some injured birds could not safely return to the wild. She knew, though, they could humanely live long and enriched lives if given a secure space to thrive. The Sanctuary offers acres of wetlands that serve as a habitat for many of the birds that fit this description. The property offers one of the only known saltwater tidal ponds in Monroe County, an abundance of native flora and fauna. The Sanctuary serves as a natural habitat to wildlife, as a healthy and flourishing part of the ecosystem and as a home for those birds no longer able to survive in the wild.

Our sanctuary is open 365 days a year from sunrise to sunset. Visitors are welcome to a self-guided tour through our sanctuary to see our permanent residents. All of our birds are on static display 365 days a year, some of which are trained to go on educational programs.

Along with our aviaries, the sanctuary property is also where the intern house is located! More information about housing can be found in this guide.

Mission Wild Bird

92080 Overseas Hwy

Tavernier, FL 33070

Mission Wild Bird (MWB), comprised of three wings – administration, education and the hospital – is the setting where the center integrates its mission with programs that directly serve people, unequivocally serving birds, and that ultimately tie both together, allowing for harmonious living among wildlife, humans and our natural environment.

Our new hospital is one of the wings within the Mission Wild Bird facility and is nearly 3 times the size of our previous work space, which benefits both the work environment for us and the birds. We have rooms that are for seabirds, raptors, songbirds, an isolation unit, an x-ray room and a surgical room. In addition to this, we have an area that is solely for the purpose of preparing diets, formula, and

medications. We also have an outdoor covered “pelican” area, complete with therapy pool, for our larger and more aquatic birds.

Through a private grant, we were able to purchase brand new equipment that will help us immensely with our goal of rehabilitation. Only so much can be determined about a bird’s condition based on a basic examination. With the addition of an x-ray machine (donated by Robert Foley, DVM), new microscopes, and incubators, we are able to diagnose and treat birds with more accuracy and efficiency. The end result is more birds being treated and released into the wild, which is keeping with our intention to “Keep Them Flying.”

Our Visitor Education Center is the newest addition to the Florida Keys Wild Bird Rehabilitation Center. Opened in October 2015, the Education Center supports the Keep Them Flying mission through education exhibits designed to help visitors cultivate an appreciation for wild birds and their importance to the ecosystem.

A Sad Reality

Though FKWBC’s mission is to aid injured, sick, and abandoned wildlife for release back to the ecosystem, some injuries are too severe making this impossible. While we strive to save every animal that arrives at our door, state and federal agencies dictate guidelines pertaining to euthanasia. Euthanasia is always a heartbreaking last resort, yet it is sometimes all we can offer to an animal who is suffering and has been injured beyond repair.

A New Perspective

In the wild, animals keep themselves immaculately clean, stay far from their own experiment, and are strong enough to find their own fresh food. From the perspective of a wild animal, being a patient of a hospital is the equivalent of being “kidnapped by aliens”. The art of wildlife rehabilitation is to echo the more familiar natural world while minimizing exposure to stressful and unfamiliar stimuli. In spite of our best efforts the food we offer our patients is foreign, our patients have been separated from family and friends, and they are being bombarded with unfamiliar sights, sounds, vibrations and odors from the moment they come under our care until the moment they are released. Take a moment and imagine being relocated and made to drastically change your diet without your better judgement. Imagine how stressful it must be.

It is the jobs of our hospital staff, interns, and volunteers to minimize this stress and aid in the quick recovery of our patients. Always remember that wild animals can mask their fear and suffering. They do this to protect themselves from predators that naturally look for signs of weakness. Please be conscious of this fact as you spend time among patients. Sounds you make, colors you wear, and other stimuli as subtle as body language can be alarming to injured and/or confused patients who do not know we are here to help them. Something as gentle as a smile or eye contact from you may actually be misinterpreted by them as aggressive gestures. From their point of view, they are trapped here and we

are all predators whose next moves may be to hunt and eat them. Their injuries, pain, and lack of mobility while here only add to this stress.

Many of the tasks we perform are not exciting or involve direct hands-on contact with the animals; they are essential and bring comfort and healing to the animals in our care. Helping the animals here primarily means attending to their dignity, keeping them clean, and allowing them rest. Please consider this as you interact with them.

Ask Questions!

Though our staff may be constantly interrupted by incoming emergencies, don't be shy. Feel free to ask "how can I help?" or "where am I most needed?" The only exception to this may arise when hospital/rehab staff is fielding an emergency call during which time is a very valuable commodity. If you are able to complete a task that frees-up a trained rehabilitator we can save more lives. If at any time you find that you are no longer able to or desire to perform a task(s) that you have been assigned please notify the Volunteer Coordinator as soon as possible. The FKWBC will do our best to accommodate your needs and interests while minimizing adverse affects to the hospital and its staff. Remember that even on minute of extra time is invaluable for a wildlife clinic.

Before being allowed to perform volunteering tasks without supervision, staff will ensure that all of our volunteers are proficient in the execution of assigned tasks. Please be aware however that our primary focus should be on our patients in an effort to better ensure their survival. To better utilize the help of volunteers the staff may ask for permission to reassign volunteers on-the-spot to better assist with more immediate concerns. We want your time spent volunteering with us to be enjoyable, meaningful, and to help fit the mission of the FKWBC. All volunteering inquiries and questions should be sent directly to the Volunteer Coordinator.

General Rules for All Volunteers

1. Do not handle or feed any wildlife patients unless directly asked to do so by a Wildlife Rehabilitator. Our patients' food and how it is prepared are carefully regulated to aid in a patient recovery.
2. Do not lift privacy liners to peer into cages. This could startle a patient and cause vomiting, feather breakage, heart attack, or re-breaking of a healing fracture. Patients' doors are covered to reduce stress and to prevent injury to staff, volunteers, and birds. Quiet conditions must be maintained in rooms where animals are housed. Refrain from talking loudly, yelling, using a radio loudly, using cell phones, and all other "loud" activities.
3. Avoid approaching any cage unless being told to do so. This includes entering and exiting cages while under the supervision of the bird center staff. Refrain from going into restricted outdoor habitats unless you are asked to do so. Several cages contain animals which are being prepared for release and human contact must be kept to an absolute minimum.
4. Please be punctual and arrive at the hospital or sanctuary prior to the start of a pre-scheduled volunteer shift. If you are unable to cover a volunteering shift please call the hospital and/or sanctuary and make it known to the Volunteer Coordinator and (if necessary) the Wildlife Rehabilitator. We request that volunteers notify the staff at least 24 hours in advance of the start of a volunteering shift.
5. If a volunteer's contact information changes they must notify the Volunteer Coordinator as soon as possible. This includes, but is not limited to, telephone number, email address, emergency contact information, allergies availability, and other related information.
6. Please have a current tetanus shot. If you have any special medical conditions check with your doctor before you begin volunteering. Volunteers who become pregnant should check with their doctors before continuing to volunteer, and must notify the Volunteer Coordinator.
7. Before leaving don't forget to log your volunteering hours! This information is kept for various purposes including grant proposal writing, letters of reference, and charting organizational growth.
8. We recycle. Place all recyclable items in appropriate bins that we have provided. If you are not able to locate a recycle bin ask a staff member who will politely direct you.

9. Closed shoes are required for all staff members and volunteer. Sneakers or boots are sufficient. Open-toed sandals or flip-flops are not permitted in designated areas. We advise wearing clothes that you don't mind getting dirty. Failure to adhere to this guideline may result in the staff asking violators to vacate the premises until the infraction(s) is remedied.
10. Volunteers may not consume food or beverage while working with animals and/or in an area used primarily for animal care. There are designated areas for volunteers to eat snacks or lunch including the feed station, under the tiki hut, and in the hospital offices. A refrigerator designated for storing volunteer/staff food/drink is available. All volunteers and staff are responsible for maintaining clean eating areas and failure to do so may result in disciplinary action by the Volunteer Coordinator.
11. Guns, knives, and other weapons or items that may be deemed as dangerous by the staff are not permitted on the property. If you notice that another volunteer or visitor is carrying or concealing such an item alert the closest staff member immediately and remain calm.
12. If your judgment or job performance is noticeably affected by the use of alcohol, drugs, or prescription medications, such that it could affect the safety of the bird center's staff, our animal residents, our patients, visitors, and/or other volunteers, violators may be asked to leave the ground. In severe cases the volunteer status of violators may be suspended indefinitely.
13. Return tools and other equipment to the correct storage location when usage is complete if a volunteer is unaware of the proper storage location of a tool he/she is advised to ask a staff member.
14. All minors (volunteers less than eighteen years of age) are required to provide proof of parental consent including emergency contact information, allergies, and all other health related issues.
15. Removal of any feathers, bones, skins, talons, shells, or other animal parts from native wildlife without special educational permits and licenses is illegal. Persons found to be doing so will be subject to immediate review by the Volunteer Coordinator while incurring potential penalties including immediate termination and/or those enacted by the DEC, EPA, or other environmental organizations.
16. Smoking is not permitted on or around hospital/sanctuary grounds. This includes but is not limited to cigarettes, cigars, electronic cigarettes, or other smoking devices.

17. It is our recommendation that cell phones be left in volunteer vehicles. Buckets full of disinfecting agents and splashing are common within wildlife hospitals and are likely to damage electronics. Phones and other electronic devices that remain with a volunteer must be set to vibrate/silent. Photography is not allowed in clinic/hospital areas.
18. All volunteers begin service at an entry level of responsibility and advance with time/experience. Volunteers will progress at the discretion of the staff and/or Volunteer Coordinator.

NOTE: Single or habitual violations to one or more of the rules listed above or by those enforced by FKWBC staff and/or Board of Directors can result in a review by the Volunteer Coordinator. Upon review, the VC may enact disciplinary measures including but not limited to suspension or termination of volunteering status. Written appeals to such actions may be filed with the VC and the review of such documents will be conducted at the discretion of the VC.

FKWBC is licensed by the Florida Fish and Wildlife Conservation Commission and U.S. Fish and Wildlife Service to care for sick, injured, and orphaned native Florida wildlife and migratory birds. It is illegal to rehabilitate wildlife without permits from these agencies. The licensing process insures that wildlife is cared for by individuals who are knowledgeable about their needs, such as nutrition and cage requirements, and have experience with medical care and access to veterinary care as needed. Special permits are also required to keep non-releasable wildlife for educational purposes, and to possess feathers, turtle shells, animal skeletons, or other parts. We are required to follow the rules set up by these agencies as conditions of our permits. Even if we disagree with the rules, we must follow them to be allowed to continue to care for these animals.

FKWBC is a nonprofit 501(c)3 organization. We are not funded by the agencies that license us, but by donations, grants, and fundraising events.

Health

Zoonosis: Diseases/vectors which are transmissible from animals to humans.

You can protect yourself from contracting zoonotic disease by following simple guidelines:

- Wear gloves when dealing with dirty laundry or cleaning animal habitats and ask the staff for a fresh pair should you rip or tear them
- Always wash your hands after handling raw meat/fish or other materials that could harbor disease causing agents.
- Throw your clothes in the washing machine as soon as you return home from the Center.
- Don't handle your mobile phone, drink, or snack without washing up first.

- If you bring personal items to the hospital or sanctuary, keep them out of all animal zones.

Few diseases move easily between animals and humans unless there is saliva to saliva, blood to blood, saliva to blood, or saliva to feces contact. Some of these disease vectors include:

Rabies: A viral disease that affects mammals by destroying the central nervous system.

Salmonella: A type of bacteria that commonly inhabits the intestinal tract of many species. Infection may result when feces-contaminated food is consumed or from handling certain animals such as turtles. Most infected animals show no symptoms, but occasionally animals and humans will exhibit vomiting, diarrhea, and abdominal discomfort.

Summarization

It is important to remember that the FKWBC is a volunteer organization, and there are many different people working together, often times in teams, with us every day. Following the rules and guidelines stated above will significantly increase the productivity level and safety of all volunteers and staff members. Given our very limited funding it is important to remember that replacing equipment that is broken or lost is extremely difficult. Please make sure to be careful when using tools and equipment, and to return them to the proper location when finished working. All of our patients and residents want to return to the wild as soon as possible so make sure to keep all doors closed when possible. If you have questions or are unsure of how to complete a task to the best of your ability ask a staff member or contact the Volunteer Coordinator as soon as possible. We want you to enjoy your time here! All of the work done here, even if it is not directly related to animal care, is necessary to keep the entire organization running smoothly and is essential to our ability to care for and release native wildlife.

By signing below I acknowledge that I have read and understand all of the above statements. I also understand that by signing my name below there is no implication of a guaranteed call to service by the FKWBC. Additionally, I shall expect zero compensation, be it monetary or otherwise, for any and all services made on my behalf to benefit the FKWBC or any related organization or persons. I waive all liability and excuse the FKWBC and all related parties and individuals should I become ill, injured, or suffer an other losses while acting as a volunteer of the FKWBC or participating in any events related to volunteering with the FKWBC.

Applicant Printed Name: _____

Applicant Signature: _____ Date: _____

Volunteer Coordinator Signature: _____ Date: _____



The Volunteer's Bill of Rights

Article I: The Right to Information

A) All volunteers and prospective volunteers should be encouraged to ask questions about volunteering with the Florida Keys Wild Bird Center. These questions may include inquiries about our application process, specific volunteer roles, and specific volunteer projects.

B) All volunteers have the right to inquire about basic information about the FKWBC in a way that does not detract staff members and other volunteers from fulfilling their duties. This may include information about our mission, history, and current/future plans.

Article II: The Right to Feel Safe

A) All volunteers have the right to be notified of any potential safety risks as well as have precautionary measures and safety procedures in place to ensure their physical and emotional well-being.

B) All volunteers will be trained by experienced staff of the FKWBC or other qualified volunteers either prior to volunteering or as the staff sees best fit so that new volunteers feel completely qualified to perform assigned tasks on their own. Volunteers in training have the right to determine their own relative level of qualification and may request additional training if needed.

C) Personal information gathered during the application process will never be shared with other volunteers or third parties. A volunteer's personal contact information will only be shared with staff/board members and other volunteers with the express written consent of that volunteer or in the case of dire emergency.

Article III: The Right to Feel Valued

A) You have the right to feel that your time and efforts are valuable. Similarly, you have the right to feel that the FKWBC or a specific volunteering effort is best utilizing your skills/talents and the work that you do has meaning and makes a difference.

B) All volunteers should be treated with respect and be given the chance to work with the FKWBC staff and board members, valued more similarly as coworkers rather than "free help".

Article IV: The Right to Learn

A) One of the most valuable aspects of volunteering is the chance to learn new skills, acquire new information, and experience new challenges. Volunteers should be encouraged to do so while maintaining a safe work environment.

Article V: The Right to Be Heard

A) All volunteers will be given due respect to negotiate their volunteering roles. If a volunteer finds himself/herself in a volunteer position that doesn't seem like the right fit, then he/she has the right to talk to the acting volunteer manager to discuss possible ways to shift the volunteer's role or take on another project and/or position. The FKWBC does the best we can to place volunteers in areas that we see them excelling in most, but interests or perceptions may change over time.

B) Volunteers may at any time within reason submit comments, suggestions, or grievances, to the Volunteer Coordinator. The Volunteer Coordinator will see to it that these submissions are reviewed in a timely manner and that all parties involved are satisfied to the best of his/her abilities.

Article VI: The Right to Leave

A) Volunteers always have the right to resign from a volunteering position under justifiable circumstances. Before officially resigning, volunteers are encouraged to first try talking to and working with their volunteer manager. If a solution that is mutually agreed upon is not rendered the volunteer does have the right to leave.

B) Resigning from one volunteering position will not automatically disqualify a volunteer from returning to volunteer with the FKWBC in the future. Returning volunteers may apply for volunteering positions.

FKWBC Volunteer Agreement & Release of Liability

I, _____, hereby acknowledge that I have carefully read the volunteer manual and am voluntarily applying to assist the staff of **The Florida Keys Wild Bird Rehabilitation Center, (the Center), at the Laura Quinn Wild Bird Sanctuary located at 93600 Overseas Highway and/or at the Mission Wild Bird located at 92080 Overseas Highway, Tavernier, FL 33070** with various tasks related to animal care & husbandry, such as cleaning cages and the boardwalk, handling and feeding animals, preparing food, participating in off-site educational presentations or public events and/or rescuing/picking up animals and transferring to and from the hospital in my own vehicle.

I am aware that working in said facility and/or rescuing/picking up animals and/or handling them at educational/public events may be hazardous to my health, and I am voluntarily participating in this activity with full knowledge of the nature of the physical danger involved and hereby agree to accept any and all risks involved.

As lawful consideration for being permitted by the Center to volunteer at said facility, or off site, or as rescuer/transporter/educator or any other title description, I hereby agree that I, my heirs, distributees, guardians, legal representatives, and assigns will not make a claim against, sue, attack the property of, or prosecute the Center for injury or damage resulting from the negligence or other acts, howsoever caused, by an employee, agent, or contractor of the Center, or its affiliates, as a result of my volunteering. In addition I hereby release and discharge the Center, its staff, board of directors, and its affiliate organizations from all action, claims, or demands my heirs, distributees, guardians, legal representatives, or assigns may have for injury or damage resulting from my volunteer assistance.

I have carefully read the volunteer manual and this agreement and fully understand its content. I am aware that this is a release of liability and a contract between the Center, and myself, and I sign it of my own free will.

WHISTLEBLOWER POLICY

I do hereby agree to comply with the following whistleblower policy while working and/or volunteering with the Florida Keys Wild Bird Center:

This policy is intended to set forth guidance concerning the Centers whistleblower compliant procedures and the anti-retaliation protections afforded to personnel of the Center. The Center is committed to full compliance with applicable state and federal laws in all aspects of its operations. The Center encourages reporting of truthful information regarding violations or potential violations of federal or state laws.

Any employee or volunteer who believes he or she has knowledge of unlawful activities should report the alleged act immediately to the Executive Director. If a complaint involves the Executive Director, it should

be filed directly with the President of the Board of Directors. If the complaint involves the President of the Board of Directors, it should be filed with any members of the Board's Executive Committee.

Employees and volunteers are not expected to report the unlawful activity to a person that he or she may believe to be involved with the situation. All complaints brought in good faith will be investigated and all legal noncompliance will be corrected promptly. The Center prohibits retaliation against any person who utilizes this reporting procedure or who participates in an investigation pursuant to this policy.

HARASSMENT POLICY

I do hereby agree to comply with the following harassment policy while working and/or volunteering with the Florida Keys Wild Bird Center:

Harassment is defined as verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of his or her race, color, religion, gender, sex, national origin, age, disability, physical limitation, or that of his/her relatives, friends, or associates, and that:

1. Has the purpose or effect of creating an intimidating, hostile, or offensive working environment;
2. Has the purpose or effect of unreasonably interfering with an individual's work performance;
3. Otherwise adversely affects an individual's employment opportunities.

Any employee who believes he or she has been the subject of unlawful harassment should report the alleged act immediately to the Executive Director. If a complaint involves the Executive Director, the complaint should be filed with the President of the Board of Directors. If a complaint involves the President of the Board of Directors, the complaint should be filed with any other member of the Executive Committee of the Board.

Employees and volunteers are not expected to report harassment to a person that they believe is harassing them. All complaints and resulting investigations will be kept confidential. All Center personnel are responsible for maintaining a workplace that is free of unlawful harassment and intimidation. The Center is committed to promptly and thoroughly investigating all complaints of unlawful harassment and intimidation within thirty days of the initial date of submission. If after a thorough investigation it is determined that unlawful harassment has occurred, immediate and appropriate disciplinary action up to and including discharge will be taken. Appropriate follow-up step will also be taken to ensure that the harassment has stopped.

Any individual found to have harassed another employee or volunteer will be subject to appropriate disciplinary action ranging from written warning(s) to his or her termination. Retaliation or discrimination against an employee or volunteer for reporting or submitting a complaint about harassment is prohibited and will result in disciplinary action up to and including termination.

SAFE WORKING PRACTICE ACKNOWLEDGEMENT

I do hereby agree to comply with the following safe working practices while working and/or volunteering with the Florida Keys Wild Bird Center:

1. I agree to follow all safety requirements, procedures, and practices that include, but are not limited to those imposed or recommended by any government entity, OSHA, or any entity whatsoever without exception.
2. I agree to report any work-related accidents or injuries to my supervisor as soon as they occur or as soon safety will permit without any exceptions.
3. If I need treatment for a work-related injury, I agree to:
 - a. Notify my supervisor of the need for treatment.
 - b. Notify the Florida Keys Wild Bird Center Worker's Compensation carrier when I am referred to any specialist for treatment.
 - c. Only go to the Florida Keys Wild Bird Center's Worker's Compensation carrier's direct specialists for care.

I understand that failure on my part to follow the above procedures could result in disciplinary action, up to and including the termination of my status as an employee and/or volunteer of the Florida Keys Wild Bird Center. I agree to inform my supervisor of any safety violations that I may encounter in the workplace.

I also understand that according to Section 440.09 (4) of the Florida Worker's Compensation Law, my compensation benefits could be reduced for any injury to occurs due to failure to follow the established safety policies and procedures.

Applicant Printed Name: _____

Applicant Signature: _____ Date: _____

Volunteer Coordinator Signature: _____ Date: _____