**POLICY ACKNOWLEDGMENT**

**DOUGLAS FOREST RV RESORT LLC** **STAFF & VOLUNTEER AGREEMENT** 106 Douglas Road, Webster, MA

* **Zero-tolerance** drug and alcohol policy that applies to **all times on property**.
* **SOP acknowledgment**
* **Background check consent**
* **Fitness, liability, and at-will terms**

**Full Name:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
 **Date of Birth:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
 **Phone Number:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
 **Email Address:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

### **1. SOP AND POLICY ACKNOWLEDGMENT**

I have read and understand all Standard Operating Procedures (SOPs), safety policies, and conduct expectations provided to me. I agree to follow these procedures at all times. I understand that failure to comply may result in immediate removal from my position and from the property.

### **2. ZERO-TOLERANCE SUBSTANCE POLICY**

I understand that Douglas Forest RV Resort LLC enforces a zero-tolerance policy for drug and alcohol use anywhere on property, at any time, by staff, volunteers, or work campers. This includes all recreational and medical marijuana use, regardless of Massachusetts state law. I understand that if I require marijuana for medical reasons, the resort considers this incompatible with the safety, liability, and behavioral expectations of living and working on-site. I agree not to possess, use, or be under the influence of alcohol, marijuana, or any illegal substance while on resort property, regardless of duty status.

### **3. BACKGROUND CHECK CONSENT**

I authorize Douglas Forest RV Resort LLC to conduct a criminal background check, including but not limited to verification of identity, criminal history, and sex offender status. I understand that participation is contingent on satisfactory results.

### **4. LIABILITY WAIVER**

I understand that activities at the RV resort may involve physical work, guest interaction, outdoor exposure, tools, or utility areas. I agree to participate at my own risk and release Douglas Forest RV Resort LLC from liability for injury or damages except in cases of proven gross negligence.

### **5. FITNESS TO SERVE**

I certify that I am physically and mentally capable of safely performing tasks assigned to me, and I will notify management of any condition that may affect my ability to participate.

### **6. VOLUNTARY AND AT-WILL PARTICIPATION**

I understand this role does not establish employment. I may be dismissed at any time, with or without cause or notice, at the sole discretion of management.

**Signature:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
 **Date:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Emergency Contact Name:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
 **Emergency Contact Phone:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_