



## **VOLUNTEER/INTERN PARTICIPATION AGREEMENT**

Participation as a volunteer or intern at Harris County Public Health (HCPH) is a privilege, not a right, and may be immediately terminated at will, with or without cause, at the sole discretion of HCPH.

As a condition of my being allowed to volunteer/intern with Harris County Public Health, I understand and agree that HCPH may immediately terminate my status as a volunteer/intern and remove me from its premises, from any area of operation, or from any event in which HCPH participates, if HCPH determines that I pose a threat or danger to personnel, to quality of services, for unprofessional behavior, for failure to follow the policies and procedures of HCPH and affiliated/associated agencies, or for breach of confidentiality protocols including disclosure of personal patient information and including the taking of photos, including cell phone photos and videos of any non-public areas of HCPH facilities or that depict any patient or client.

I understand and agree that my volunteer service or internship placement may be immediately discontinued if my performance is unsatisfactory, or my behavior or statements are disruptive or detrimental to HCPH operations or do not support the goals and values of HCPH, at the sole discretion of the Division/Office Director or his/her designee.

I understand and agree that the Division/Office Director or his/her designee may, at his/her sole discretion, terminate immediately my status as a volunteer/intern and remove me from the premises for any statements, representations, or images made or repeated, retransmitted, or posted by me, in person or by digital or social media, that are:

- discriminatory,
- harassing,
- derogatory toward any individual or group including other volunteers or employees of HCPH,
- obscene,
- defamatory,
- threatening,
- might tend to induce or incite others to make threatening statements or acts,
- for any other illegal purpose or against Harris County or HCPH policy,
- not consistent with the values of HCPH,
- do not represent HCPH standards and values,
- depicting any non-public area of HCPH,
- depicting any patient or client,
- misleading,
- misrepresenting my status with HCPH,
- that might tend to cause any person, whether reasonable or not, to think that I am speaking or acting in an official HCPH capacity to solicit funds, donations, services, or actions on behalf of HCPH including social media postings whether on my personal page or on the social media page of another person or entity.

Additionally, I understand and agree that I may only take, share, or post photos or videos that depict shelter animals that are eligible for adoption, rescue or transfer, as determined solely by the HCPH shelter. These animals may be photographed or videoed and posted on social media in an effort to get them exposure and prompt individuals to adopt or rescue groups to pull the animals from the shelter.

I understand and agree that in addition to the prohibition of my volunteer service or immediate conclusion of my internship placement, I may be subject to legal and/or criminal prosecution.