

## GENERAL WAIVER - THIS IS A RELEASE OF LEGAL LIABILITY

IN CONSIDERATION for being permitted to participate in any way in any event related to my PAVO membership ("Activity") at any time during the current membership year, I, for myself, my personal representatives, minor children, assigns, heirs, and next of kin:

1. ACKNOWLEDGE, agree and represent that I understand the nature of the Activity and that I am qualified, in good health, and in proper physical condition to participate in such Activity. I further agree and warrant that if, at any time, I believe the conditions to be unsafe, I will immediately discontinue further participation in the Activity.
2. FULLY UNDERSTAND that: (a) THIS ACTIVITY INVOLVES RISKS AND DANGERS OF SERIOUS BODILY INJURY, INCLUDING PERMANENT DISABILITY, PARALYSIS, AND DEATH ("Risks"), and that these Risks include, but are not limited to, dangers associated with getting hit by a volleyball moving at a fast rate of speed, collisions with a player, and falling off of the referee stand; (b) these Risks and dangers may be caused by my own actions or inactions, the actions or inactions of others participating in the Activity, the conditions in which the Activity takes place, or THE NEGLIGENCE OF THE "RELEASEES" NAMED BELOW; (c) there may be OTHER RISKS or SOCIAL AND ECONOMIC LOSSES either not known to me or not readily foreseeable at this time; and I FULLY ACCEPT AND ASSUME ALL SUCH RISKS AND ALL RESPONSIBILITY FOR LOSSES, COSTS, AND DAMAGES I incur as a result of my participation in the Activity.
3. **HEREBY RELEASE, DISCHARGE, AND COVENANT NOT TO SUE PAVO**, its administrators, directors, agents, officers, members, volunteers, employees, other participants, officials, rescue personnel, sponsors, advertisers, insurers, owners and lessees of the Premises on which the Activity is conducted (each of the foregoing shall be considered one of the RELEASEES herein) **FROM ALL LIABILITY, CLAIMS, DEMANDS, LOSSES, OR DAMAGES WHICH ARE RELATED TO, OR IN ANY WAY ARISE OUT OF MY PARTICIPATION IN THE ACTIVITY, REGARDLESS OF WHETHER THEY ARE ON MY ACCOUNT CAUSED, OR ALLEGED TO BE CAUSED, IN WHOLE OR IN PART, BY THE NEGLIGENCE OF ANY OF THE RELEASEES OR OTHERWISE, INCLUDING NEGLIGENT RESCUE OPERATIONS; AND I FURTHER AGREE that if, despite this RELEASE AND WAIVER OF LIABILITY, ASSUMPTION OF RISK, AND INDEMNITY AGREEMENT I, or anyone on my behalf, makes a claim against any of the Releasees, I WILL INDEMNIFY ("indemnify" meaning protect by reimbursement or payment), SAVE AND HOLD HARMLESS EACH OF THE RELEASEES from any litigation expenses, attorney fees, loss, liability, damage, or cost which may be incurred as a result of such claim.**

*Initials indicate  
I have read &  
agree to the  
General Waiver*

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## PAVO CONDITIONS OF MEMBERSHIP

PAVO members must provide information regarding any adult criminal conviction record as described in #6 below and organizational sanctions related to officiating or sport. Should any reported items constitute disqualifying factors for continued membership in the Professional Association of Volleyball Officials, a member is entitled to a hearing before The PAVO National Ethics Committee as per Section 9 below.

1. Membership in PAVO or any local affiliated PAVO board does not guarantee match assignments.
2. I am responsible for maintaining my contact information on the PAVO website database.
3. If I am assigned to matches as a member of PAVO, I am acting as an independent contractor.
4. I have reviewed and will comply with the *PAVO Code of Ethical and Professional Conduct*. The original Code was published in the *ABO News*; Volume 8, Number 4, August/September 1997. A copy of the current Code may be obtained from any PAVO-affiliated board chair, the PAVO central office (888/791-2074, pavo@pavo.org) or on the PAVO web page ([www.PAVO.ORG](http://www.PAVO.ORG)). I understand that failure to abide by the Code might be grounds for sanction, up to suspension or expulsion from PAVO.
5. Except as listed on an attached sheet or as previously disclosed, I certify that I have not been sanctioned by an officiating- or other sport-related organization for an offense related to professional conduct resulting in a suspension or membership termination in the past 7 years.
6. Except as listed on an attached sheet or as previously disclosed, I certify that I have not been found guilty, pled guilty, or pled nolo contendere, or received deferred adjudication or other deferred sentencing for:

- a. A felony offense regardless of the time limit;
- b. A misdemeanor offense in the past 7 years, except for minor traffic offenses and offenses punishable by fine only; or
- c. Any crime against minor children under the age of 18.

NOTE: Disclosures of an offense described in a, b, or c above should be mailed to PAVO, PO Box 780, Oxford KS 67119, and include a Certificate of Disposition or similar documentation from the court. Disclosures may also include a personal statement of the facts and circumstances surrounding the conviction.

- 7. I certify that the information on this form and any accompanying documents is true and correct and I understand that PAVO may verify all or any portion of this information.
- 8. I understand that failure to disclose information requested for the integrity of the sport and safety of its participants or providing false information might be grounds for sanction, up to loss or denial of membership.
- 9. I understand that I shall be entitled to a hearing before the PAVO National Ethics Committee should I be charged with any violation that may result in suspension or expulsion from membership.

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**Initials indicate  
 I have read &  
 agree to the  
 PAVO  
 Conditions of  
 Membership**

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### **MEDIA RELEASE**

BY SIGNING THIS FORM, I hereby agree to be filmed, videotaped and photographed, and to have my name, image, picture, likeness, voice and biographical information otherwise recorded, in any media, during any event covered by PAVO's liability insurance (the "footage"). I hereby grant PAVO, with no financial or other compensation due to me, full right and license to use, and to authorize third parties to use, in all media, the footage for: (1) news and information purposes, (2) promotion of the specific competition(s) in which I participate, (3) promotion of the sport, and (4) promotion of PAVO, provided that, in no event may PAVO use or authorize the commercial use of the footage in any manner that would imply my endorsement of any other company, product, or service, without my written permission.

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**Initials indicate  
 I have read &  
 agree to the  
 Media Release**

In consideration of the rights and privileges granted to me by signing this membership form, I certify that:

- 1. I have read and completed all sections of this membership application;
- 2. I have read, understand, and consent to abide by the PAVO *Code of Professional and Ethical Conduct*,
- 3. I have read and understand the PAVO *General Waiver* (above), the PAVO *Conditions of Membership* (above), and the PAVO *Media Release* (above) and agree to the terms of those documents;
- 4. I understand that the PAVO *Code of Professional and Ethical Conduct*, the PAVO *Conditions of Membership*, and the PAVO *Media Release* apply to my conduct in all volleyball officiating-related activities or events covered by PAVO's professional liability insurance in which I participate;
- 5. I understand that, if I violate the PAVO *Code of Professional and Ethical Conduct*, I might be subject to disciplinary action.

As evidenced by my signature, I certify that I have read, completed and understand the above documents; and understand that this document includes a RELEASE FROM ANY LEGAL LIABILITY.

\_\_\_\_\_  
 Print Name of Member

\_\_\_\_\_  
 Signature of Member

\_\_\_\_\_  
 Date Signed