

**SIERRA CLUB**  
**Inner City Outings (ICO)**  
**VOLUNTEER AGREEMENT**

(All Volunteers<sup>1</sup> must read and sign this document)

Thank you for your interest in serving as a Volunteer for the Sierra Club's Inner City Outings (ICO) program, hereafter referred to as the "Club". We appreciate your offer to assist the Club in acquainting people with wilderness areas and, through the enjoyment of outings, promoting an interest in wilderness preservation. Before approving your role in the program, we need your agreement to the existing Club policy governing your status with respect to ICO policies and standards.

First, in helping with the ICO program you are considered an outing Volunteer and not a Sierra Club employee. If you achieve Certified Leader status, you are covered by the Club's general liability insurance policy in the event trip participants file any claim against you. This is provided that your team has followed the guidelines for ensuring that insurance is in effect for your program.

As a Volunteer serving on a Sierra Club outing or committee, your relationship with the Inner City Outings program and the Club is on an "at-will" basis. This means that you have the right to not enter into, or to terminate, that relationship, with or without cause. The Club enjoys the same "at-will" rights and may exercise them at its sole and exclusive discretion. The authority for exercising these rights resides with the ICO Subcommittee Chairperson. The terms of this letter cannot be varied except in writing signed by the ICO Subcommittee Chairperson.

Kindly sign and date this letter in the spaces below, indicating your understanding and agreement, and **return it with the Volunteer Application**. Thank you for your interest in the ICO program and for volunteering to assist in its administration.

Very truly yours,

ICO Chair

Understood and agreed to:

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Print Name

<sup>1</sup> Definitions of Baltimore ICO (BICO) Volunteer and Certified Leader are given in the BICO Bylaws, which can be found at <http://ico.sierraclub.org/baltimore/resources.html>.