

Leadership Jacksonville Flagship Program Participant Agreement, Waiver and Release

I _____ am a member of LJ 2023, the Flagship program of Leadership Jacksonville.

Print Full Name Legibly

A. CODE OF CONDUCT

All Leadership Jacksonville program participants will receive a copy of this code of conduct to be signed and maintained by Leadership Jacksonville. The code is prepared in accordance with and governed by Leadership Jacksonville's Behavior Code of Conduct and Abuse Prevention Policy, adopted December 2017. The policy establishes how Leadership Jacksonville will do everything in its power to prevent the physical, emotional or sexual abuse of program participants, volunteers and employees. Leadership Jacksonville seeks to create a welcoming and safe environment and has zero tolerance for those whose actions may jeopardize the safety or health of participants, volunteers or employees.

While a participant in Leadership Jacksonville, I agree that:

1. I will treat all with respect and consideration. Treatment must be fair and equal and must not be based on gender, religion, race, national origin, disability, marital or familial status, sexual orientation, income level or occupation.
2. I will not use harsh, inappropriate or degrading language.
3. I will not use profanity, inappropriate jokes or any kind of harassment in the presence of other program participants, volunteers or employees.
4. I will not participate or allow others to engage in any form of hazing.
5. While representing Leadership Jacksonville or participating in the program, I will not possess, distribute, use or allow others to use illegal drugs; or serve alcohol to any underage person.
6. Smoking or use of tobacco during programs is prohibited at all times except during program breaks in areas approved for this by a program facility.
7. Possession of any type of weapon or explosive device during a Leadership Jacksonville activity by program participants, volunteers or employees is prohibited except those members of law enforcement properly permitted by Florida Statutes may carry their licensed weapon unless otherwise prohibited by the site of the program or activity.
8. I will not have non-consensual contact with participants, volunteers or employees.
9. I will refrain from inappropriate, intimate displays of affection towards others in the presence of program participants, volunteers, and employees.
10. Program participants must not discuss their own sexual history, preferences or fantasies nor use of illicit or pornographic materials nor possess any sexually oriented materials when conducting business in the name of Leadership Jacksonville.
11. Program participants are required to report any activity in violation of the Code of Conduct to the Chief Executive Officer or President of the Board of Directors of Leadership Jacksonville.

B. PHOTO RELEASE FORM

I hereby consent that any videos or photographs taken of me by Leadership Jacksonville or its representative during any Leadership Jacksonville events may be used by Leadership Jacksonville, its affiliates, assigns or successors, in Leadership Jacksonville's discretion including television, print publications, media releases, social media sites or website. Furthermore, I hereby consent that such photographs or videos shall be the property of Leadership Jacksonville, Inc. and that it shall have the right

to sell, duplicate, or reproduce and make other uses of such photographs or videos as they may desire free and clear of any claim for royalty or monetary compensation on my part. I hereby waive any rights of publicity, privacy, or attribution.

C. COVID-19 AGREEMENT AND WAIVER PARTICIPANT

By signing this Agreement, I acknowledge the contagious nature of COVID-19 and voluntarily assume the risk that I may be exposed to or infected by COVID-19 while attending a Leadership Jacksonville program and that such exposure or infection may result in personal injury, illness, permanent disability, or death. I understand that the risk of becoming exposed to or infected by COVID-19 during the program may result from the actions, omissions, or negligence of myself and others, including, but not limited to, Leadership Jacksonville staff, volunteers, and program participants and their families.

I voluntarily agree to assume all of the foregoing risks and accept sole responsibility for any injury to myself (including, but not limited to, personal injury, disability, and death), illness, damage, loss, claim, liability, or expense, of any kind (the "Claims"), that I may experience or incur in connection with my attendance or participation in the program. I hereby release, covenant not to sue, discharge, and hold harmless Leadership Jacksonville, its employees, agents, and representatives, of and from the Claims, including all liabilities, claims, actions, damages, costs or expenses of any kind arising out of or relating thereto. I understand and agree that this release includes any Claims based on the actions, omissions, or negligence of Leadership Jacksonville, its employees, agents, contractors and representatives, whether a COVID-19 infection occurs before, during, or after participation in any Leadership Jacksonville program.

Additionally, I agree that I will not hold Leadership Jacksonville liable for a tuition or fee refund, in full or in part, in the event that the content of any program is impacted by COVID-19 policies or restrictions. I recognize that Leadership Jacksonville is committed to providing a quality program that is safe for participants and this may require substantial changes in the typical Leadership Jacksonville program.

D. By signing below,

I have received, read, understand and will abide by the POLICIES AND EXPECTATIONS for the LEADERSHIP JACKSONVILLE flagship program including the Attendance Policy, Social Media Standards, Program Participant Code of Conduct and COVID-19 Policy.

I hereby release and hold harmless Leadership Jacksonville, Inc., its members, agents, employees or programming, for any accident, injury, illness or any damage whatsoever related to my attendance at, or participation in, any activity or session of the flagship program.

Leadership Jacksonville Class of 2023 Participant Signature

Printed Name

Date of Signature