

CHANGING EXPECTATIONS CORP
FACULTY, STAFF AND CONSULTANTS
LIABILITY WAIVER: ASSUMPTION OF THE RISK AND WAIVER OF LIABILITY RELATING TO
COVID-19

The World Health Organization has declared the novel Coronavirus (COVID-19) a worldwide pandemic. The Federal Center for Disease Control (CDC) has declared the COVID-19 pandemic as a serious global health threat. Covid-19 is extremely contagious due to its capacity to transmit from person-to-person through respiratory droplets. The Federal Center for Disease Control and state, and local health departments have issued guidelines in relation to the prevention and spread of Covid-19. Changing Expectations has adopted and will continue to follow those guidelines as they continue to be refined during the pandemic. To this extent, I agree to follow Center of Disease Control (CDC), state and local health department guidelines and Changing Expectations Corp.'s policies and procedures for the prevention and spread of Novel Coronavirus, or COVID-19. Please review and follow the CDC Guidance for COVID-19 Prevention in K12 Schools while participating at all times in the Changing Expectations program: <https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/k-12-guidance.html>

Although, Changing Expectations Corp. (the Company) has adopted and will continue to follow the guidelines set forth by the Federal Center for Disease Control and state, and local health departments for the prevention and spread of COVID-19, Changing Expectations cannot guarantee that you will not become infected with COVID-19 during the course of your work with the Company. The activities associated with your employment could increase your risk contracting COVID-19.

I also understand that If I am aware of or encounter any sensitive Personal Health Information (PHI) for those that Changing Expectations Corp. serves. I agree to hold this information in confidence and will not disseminate any PHI except as allowed by law and/or per the policy and procedures of said organization which I am volunteering.

I also understand that I am responsible for returning my release form to Changing Expectations Corp. and that I am further responsible for obtaining the appropriate release, in the form supplied by Changing Expectations Corp., of all students (and parents if under 18), and volunteers and mentors before any student, volunteer or mentor are allowed to participate in any program for which I am responsible.

I further understand and agree that Changing Expectations Corp is not responsible for any potential exposure to Novel Coronavirus, or COVID-19, resulting from the actions, omissions, or negligence of myself and others, including but not limited to, Changing Expectations Corp.'s teachers, mentors, volunteers, program participants and their families.

I understand that there is no direct medical health coverage afforded to me during my relationship with Changing Expectations Corp. I voluntarily agree to assume all the foregoing risks and accept sole responsibility for any injury or illness I incur, including, but not limited to, a covid-19 infection which occurs, before, during, or after participation in any program that I may experience or incur in connection with my employment with Changing Expectation Corp.

Furthermore, I, hereby release, covenant not to sue, discharge and hold harmless, Changing Expectations Corp., its officers, directors, employees, mentors, volunteers, representatives, advisors, affiliates, divisions, departments, related entities, contractors, volunteers, funding source and/or other agents ("Parties Released") of all claims, demands, actions, and causes of action whatsoever, directly or indirectly arising out of or related to any loss, damage, injury, or death, that may be sustained by me related to COVID-19 while employed with Changing Expectations Corp.

Furthermore, I agree to defend and indemnify the Parties Released from and against any and all liabilities, claims, actions, damages, costs, or expenses of any kind arising out of or relating to any loss, damage, injury, or death, that I may sustain related to COVID-19 while employed with or participating in any program offered by Changing Expectations Corp.

By signing below I acknowledge that I have read the foregoing **LIABILITY WAIVER: ASSUMPTION OF THE RISK AND WAIVER OF LIABILITY RELATING TO COVID-19** and understand its contents; that I am at least eighteen (18) years old and fully competent to give my consent; That I have been sufficiently informed of the risks involved, given the opportunity to seek legal counsel; that I give my voluntary consent in signing this Liability Release Waiver as my own free act and deed with full intention to be bound by the same, and free from any inducement or representation and that failure to comply with these written instructions or any verbal instructions from staff may result in the termination of my employment and that I may be asked to leave the premises.

Printed Name

Signature

Date