

Employee Waiver & Release Agreement: 2026 Pawthology Event

This Liability Waiver & Release Agreement (the "Agreement") is entered into between The Regents of the University of Michigan, on behalf of its Pathology Department ("University"), and the undersigned employee ("Participant"). This Agreement is made in consideration of the opportunity to participate in the 2026 Pawthology Event ("Event").

1. Voluntary Participation & Health Warranty: Participant acknowledges that attendance and participation in this Event are completely voluntary. Participant warrants that both they and their dog(s) are in overall good physical and behavioral health. Neither Participant nor their dog possesses any injury, illness, or behavioral condition that would create an unreasonable risk of harm to themselves or other attendees.

2. Compliance with Laws and Rules: Participant agrees to strictly adhere to all local laws, university policies and event guidelines, which include, but are not limited to:

A. In accordance with Ann Arbor City Code, any dog over six (6) months of age must be licensed by their municipal jurisdiction and must wear a current, visible license tag. Participant warrants that their dog's rabies vaccinations are fully up to date.

B. Per Ann Arbor City Code Chapter 107 (9:47(1)), dogs must be secured on a leash and kept under immediate, reasonable control by the handler at all times. Off-leash activity is strictly prohibited outside of a designated dog park.

C. Participant accepts full responsibility for immediately cleaning up, bagging, and properly disposing of all waste produced by their dog.

D. Dogs exhibiting aggressive behavior, excessive barking, or uncontrollable distress must be removed from the Event immediately by the Participant.

E. If the Event utilizes a designated Ann Arbor Off-Leash Dog Play Area, the dog must wear a valid, city-issued annual dog park permit tag.

3. Assumption of Risk & Liability Release: Participant understands that events involving animals carry inherent risks, including but not limited to unpredictable animal behavior, scratches, bites, property damage, and personal injury. Participant voluntarily assumes all risks, known and unknown, associated with attending this Event. Participant hereby releases, waives, and forever discharges the University, its regents, officers, agents, and employees from any and all liability, claims, or demands for personal injury, sickness, death, or property damage arising out of participation in this Event.

4. General Legal Provisions

A. Participant accepts sole financial and agrees to indemnify and hold harmless the University for legal liability for any actions, injuries, or property damage caused by their dog to any third party, attendee, or property during the Event.

B. This Agreement is binding upon the Participant's heirs, assigns, personal representatives, and next of kin.

C. If any provision of this Agreement is held invalid or unenforceable by a court of law, the remaining provisions will continue in full force and effect.

D. This Agreement shall be interpreted and construed in accordance with the laws of the State of Michigan.

E. This document constitutes the entire agreement between the Participant and the University regarding the 2026 Pawthology Event and supersedes any prior written or oral agreements regarding this subject matter.

By signing below, I certify that I have read and understand this entire Agreement, agree to abide by its terms, and voluntarily sign this release of liability.

Employee Signature: _____ Date: _____