



STUDENT INTERN WAIVER, RELEASE, AND INDEMNIFICATION AGREEMENT

The undersigned Student (the “Student”) at Grinnell College (the “College”) has applied to participate in an internship program (the “Program”) at the following location:

_____ (Internship Site) _____ (location)
during the period: Fall _____ academic semester.
(Year)

Student is not required to participate in this Program. Student’s participation is wholly voluntary. In consideration of College’s approval for Student to participate in, and receive academic credit, when applicable, for the Program, the undersigned agree as follows:

1. College does not control the way in which the internship work experience and the internship site are structured or operate. In granting funding or academic credit for this internship, the College affirms that, to the best of its judgment, the experience is an appropriate option for students in a liberal arts program of study and worthy of College credit, if applicable. The College makes no other assurances, expressed or implied, about any travel and/or living arrangements the Student has made. College does not knowingly approve internship opportunities that pose undue risks to their participants. However, any internship or travel carries with it potential hazards which are beyond the control of the College and its agents or employees, and Student assumes the responsibility for any and all such risk.
2. Student will arrange coverage, throughout the Program, by a policy of comprehensive health and accident insurance which provides protection for illnesses or injuries sustained or experienced while Student is participating in the Program. The undersigned hereby release and discharge the College from all responsibility and liability for any injuries, illnesses, medical bills, charges or related expenses Student incurs while participating in the Program. The undersigned recognize that College does not have an obligation to provide Student with such insurance coverage.
3. The undersigned understand that if Student uses Student’s personal vehicle for the benefit of the organization/agency with whom Student performs the internship that College has no liability for personal injury or property damage which may result from that use. The undersigned agree to rely solely upon their personal vehicle insurance coverage and on any insurance coverage provided by the internship organization/agency.
4. The undersigned understand that Student will not be entitled to unemployment compensation benefits upon completion of the internship. The undersigned understand that the internship work experience is not an offer of employment. Rather, the experience is for an educational purpose with an established termination date. The undersigned also understand that College assumes no liability for personal injury that Student may suffer in the course of the internship and agree to be responsible for ascertaining whether the organization/agency sponsoring the Program provides Workers’ Compensation coverage for Student. The undersigned understand that neither the Program sponsor nor the College is required to provide monetary compensation for the time Student spends at the Program sponsor’s place of business during the internship experience.

The undersigned agree to be responsible for ascertaining whether the Program sponsor will or will not provide monetary compensation. College prohibits discrimination on the basis of gender, race (and related physical characteristics), age, national and ethnic origin, religion, creed, sexual orientation, marital status or disability. College requires the Program sponsor to affirm that the sponsor also prohibits any and all discrimination.

5. Student understands that the responsibilities and circumstances of an off-campus internship require a certain standard of professional decorum that may differ from that of the College. Student indicates Student's willingness to understand and conform to professional standards of the Program site. Student further understands that it is important to the success of the Program and the continuance of future internships that Students observe standards of conduct that would not compromise the College in the eyes of the individuals and organizations with which it has dealings. Student acknowledges the College's responsibility for setting rules and interpreting conduct for this purpose. Student agrees that should the College decide that Student must be terminated from the Program because of conduct that might bring the Program into disrepute, or the Program into jeopardy, that decision will be final (subject to review by the Career Development Office at the College) and may result in loss of academic credit for the Program.

6. The undersigned understand that the College reserves the right to make cancellations, changes, or substitutions in cases of emergency or changed conditions or in the general interest of the Program. The undersigned understand that the Career Development Office may take any actions considered to be warranted under the circumstances and/or to guard the integrity of the Program, including termination of the Program experience. Such termination will not affect the obligations of the undersigned expressed in this Agreement and College shall not be liable for any loss (including financial loss or loss of academic credit) to Student by reason of such termination.

7. Each of the undersigned individually, and on behalf of each such undersigned's heirs, successors, assigns and personal representatives, hereby releases and forever discharges the College and its employees, agents, officers, trustees and representatives (in their official and individual capacities) from any and all liability whatsoever for any and all damages, losses or injuries, including death, to Student or Student's property or both, including but not limited to financial loss, loss of academic credit or any other claims, demands, actions, causes of action, judgments, damages, expenses and costs, including attorney's fees which arise out of, result from, occur during or are connected in any manner with the Student's participation in the Program or any travel incident thereto.

8. Each of the undersigned individually, and on behalf of each such undersigned's heirs, successors, assigns and personal representatives, hereby agrees to indemnify, defend and hold harmless the College and its employees, agents, officers, trustees and representatives (in their official and individual capacities) from any and all liability, loss, damage or expense including attorney's fees that they or any of them incur or sustain as a result of any claims, demands, actions or causes of action which arise out of, occur during, or are in any way connected with Student's participation in the Program or any travel incident thereto.

9. Student represents that Student is over the age of 18 and may legally be employed in the United States of America and Student warrants that Student has disclosed all relevant and pertinent information that could affect Student's ability to successfully complete the Program.

10. Each of the undersigned agrees that this Waiver, Release and Indemnification Agreement is to be construed under the laws of the State of Iowa, USA; and that if any portion hereof is held invalid, the

balance hereof shall continue full legal force and effect. In signing this Agreement, each of the undersigned hereby acknowledges that he/she has read this entire Agreement, that he/she understands its terms, that by signing it he/she is giving up substantial legal rights he/she might otherwise have and that he/she has signed it knowingly and voluntarily.

Dated: _____

Dated: _____

STUDENT SIGNATURE

PARENT OR GUARDIAN SIGNATURE

Printed Student Name

Printed Parent or Guardian Name
