

WARREN COUNTY TECHNICAL SCHOOL DISTRICT
EMPLOYEE USE OF FITNESS CENTER POLICY

Warren County Technical School District employees may use the fitness center for exercise and other wellness activities on a voluntary basis and on their own time before and after school. However, an employee's participation in exercise or other wellness activities in the fitness center is a voluntary activity which lies wholly outside their duties or scope of employment with the Warren County Technical School District. An employee's decision to utilize the fitness center is solely for their own personal health benefits and is not intended to serve any purpose to the Warren County Technical School District. All employees using the facility for personal fitness purposes must first sign the Waiver Release and Indemnity Agreement below and are allowed to use the fitness center at their own risk. Employees should seek medical advice before beginning a new exercise program. The signed Waiver Release and Indemnity Agreement shall be placed in the employee's personnel file.

**WARREN COUNTY TECHNICAL SCHOOL DISTRICT
WAIVER RELEASE AND INDEMNITY AGREEMENT**

EMPLOYEE USE OF FITNESS CENTER

The undersigned _____ (employee) agrees to defend, indemnify and hold harmless the Warren County Technical School District, its Board of Education, officers agents, and employees, individually and collectively, from and against all costs, losses, claims, demands, suits, actions, payments and judgments, including legal and attorney fees, arising from personal or bodily injuries, property damage or otherwise, however caused, brought or recovered against any of the above that may arise for any reason from or during or be alleged to be caused by the undersigned employee's voluntary use of the fitness center on their own personal time for any and all exercise related activities. Exercise-related activities shall include, but are not limited to, weightlifting, cardiovascular training, (i.e., walking, jogging, running, cycling, etc.), stretching, and calisthenics.

The undersigned employee understands and acknowledges that participation in any exercise-related activities in the fitness center, by their very nature, poses the potential risk of serious injury to individuals who participate in such activities.

The undersigned employee also understands and acknowledges that any and all time spent using the fitness center for any exercise-related activities is on the employee's own time and does not fall under the scope or duties of the undersigned employee's position with the Warren County Technical School District.

The undersigned employee understands and acknowledges that some of the injuries which may result from participating in exercise-related activities in the fitness center include, but are not limited to, the following:

Sprains/Strains	Head and/or Back Injuries
Fractured Bones	Paralysis
Cuts/Abrasions	Loss of Eyesight
Unconsciousness	Death

The undersigned employee agrees to sign in and sign out on the log sheet provided by the Warren County Technical School District each time the fitness center is used.

The undersigned employee acknowledges that he/she has read the Waiver Release and Indemnity Agreement, as well as the Employee Use of Fitness Center Policy, understands the content therein, and agrees to the terms. The employee should return the signed Waiver Release to the Board Office and keep a signed copy for his/her records.

Signature

Date