

**ACKNOWLEDGMENT AND AGREEMENT**

I have read and understand the San Diego State University KCR College Radio Volunteer Handbook and understand that it sets forth the terms and conditions of my commitment to volunteer as well as my duties, responsibilities, and obligations with KCR. I understand and agree that it is my responsibility to read the Volunteer Handbook and to abide by the rules, policies, and standards set forth in the Volunteer Handbook.

I also acknowledge and agree that my volunteer position with KCR is not for a specified period of time and can be terminated at any time for any reason, with or without cause or notice, by me or by KCR. I acknowledge and agree that nothing in this Volunteer Handbook and no oral statements or representations regarding my duties can alter the foregoing.

I also acknowledge and agree that KCR reserves the right to revise, delete, and add to the provisions of this Volunteer Handbook. All such revisions, deletions, or additions must be in writing and must be signed by the KCR General Manager or appointed designee. No oral statements or representations can change the provisions of this Volunteer Handbook. I also acknowledge and agree that the terms and conditions of responsibilities with the KCR may be modified at the sole discretion of the KCR with or without cause or notice at any time. Nothing contained in this Volunteer Handbook shall create any express or implied contract of employment.

**KCR Grievance Procedure**

I also acknowledge and agree that in the event disputes arise between me and KCR, I will be bound by the KCR Grievance Procedure which provides for final and binding arbitration for disputes relating to termination of duties, unlawful discrimination, and alleged sexual harassment or other unlawful harassment, as defined in the KCR Grievance Procedure.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Volunteer Signature

\_\_\_\_\_  
Volunteer Name [printed]

\_\_\_\_\_  
Red ID #

TO BE PLACED IN VOLUNTEER FILE