



# THE WILDLIFE SOCIETY

*Leaders in Wildlife Science, Management and Conservation*

July 29, 2020

Dear Organization Unit Leader,

As we continue to face uncertainty on many fronts related to meetings, events or conferences (collectively referred to as “events” hereafter) due to the COVID-19 virus, we wanted to provide updated guidance from TWS headquarters.

TWS has consulted with our legal counsel and while no longer prohibiting events, is advising all organization units to exercise caution related to their events until further notice, ensuring that:

- The health and safety of your members is your primary consideration.
- That all events are conducted in alignment with government regulations/guidelines (including federal, state, and local) and those of your university/college if the unit is a student chapter.
- The attached disclaimer/waiver agreement provided by TWS is included as part of the registration process for each attendee. This can be completed and personally signed or displayed during online registration with a checkbox indicating agreement. The waiver includes acknowledgement of the risks related to the pandemic and specifies that the attendee can be refused admission or required to leave the event if that individual doesn't follow the legal and personal safety requirements to participate (e.g. if masks are required, observing social distancing, etc.).
- Individual officers and organization unit members of unincorporated units who organize and conduct events understand that they do not have the benefit of statutory protection from personal liability afforded by corporate or limited liability company status. Therefore, they may be named as defendants in a lawsuit and thus be exposed to personal liability, even if the above waiver is completed.

All of these steps are required as it is also likely that any lawsuit brought would identify TWS as an additional named defendant. This could result in TWS having to defend numerous suits which would represent a significant financial exposure and time investment, whether successfully defended or not.

We are already seeing events scheduled for January through June 2021 being converted to virtual events or postponed. Others who have events during that timeframe are planning to make a final decision in the next three to four months.

We will continue to monitor the COVID-19 situation and will provide updates to this policy as warranted.

As stated in our previous correspondence, we understand that contracts you may have signed with financial obligations to hotels and vendors are weighing heavily on your decision-making process. Ed Thompson, CEO of TWS, has consulted with some units already and will continue to be available for consultation in an effort to help you navigate to a positive outcome. You can reach him directly by email at [ethompson@wildlife.org](mailto:ethompson@wildlife.org), attaching any contracts and relevant documents you'd like him to discuss with you.

Please notify Mariah Simmons, Unit Services Manager ([msimmons@wildlife.org](mailto:msimmons@wildlife.org)) as you make decisions related to your events so she can update our tracking spreadsheet accordingly.

Thank you for your prompt and thoughtful consideration of this important matter.

Sincerely,



Gary C. White  
President, TWS



Ed Thompson  
CEO, TWS

ATTENDEE

DISCLAIMER AND WAIVER OF LIABILITY

**PLEASE READ AND REVIEW THIS DOCUMENT CAREFULLY BEFORE SIGNING**

The undersigned, having read and carefully reviewed this document, hereby acknowledges his/her understanding and agreement to its terms and conditions:

In consideration of my admission to and attendance at the \_\_\_\_\_ (hereinafter "Meeting"), I hereby waive any and all claims, actions or causes of action against The Wildlife Society ("TWS") and the \_\_\_\_\_ Chapter of TWS, (hereinafter "Chapter"), and their respective officers, directors, employees, volunteers and agents, arising out of or resulting from my admission to and attendance at the Meeting and my participation in any ancillary activities or events that comprise the Meeting agenda. Furthermore, I hereby forever release, hold harmless, and discharge the TWS and the Chapter, and their respective officers, directors, employees, volunteers and agents from any and all liability, judgments, costs, expenses, monetary damages, injuries or damages to persons or property, including illness or death, arising out of or resulting from my admission to and attendance at the Meeting. Knowing, understanding, and fully appreciating the risks associated with attendance at and participation in the Meeting and its related events and activities during the current pandemic, I hereby expressly, voluntarily and willingly assume all risks and danger associated with my admission to and participation in the Meeting.

I further agree that while in attendance at the meeting I shall fully comply with recognized personal safety guidelines and recommendations as issued by the CDC and National Institutes of Health and as may be required by TWS and the Chapter at meetings or gatherings, including, but not limited to, refraining from attendance if ill or evidencing symptoms of the COVID-19 virus, maintaining recommending social distancing and wearing an appropriate mask.

**I have read this waiver and release and understand the terms used in it and their legal significance. This waiver/release is freely and voluntarily given with the understanding that my right to legal recourse against TWS and/or the Chapter is knowingly given up in return for allowing my registration for, admission to and participation in the Meeting. My signature on this document is intended to bind not only myself by also my successors, heirs, representatives, administrators, and assigns.**

**Participant's Name:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Address:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Participant's Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**In case of emergency contact:** \_\_\_\_\_ **Phone:** \_\_\_\_\_

**Parent's signature (if under 18 years):** \_\_\_\_\_ **Date:** \_\_\_\_\_

ATTENDEE

DISCLAIMER AND WAIVER OF LIABILITY

**PLEASE READ AND REVIEW THIS DOCUMENT CAREFULLY BEFORE SIGNING**

The undersigned, having read and carefully reviewed this document, hereby acknowledges his/her understanding and agreement to its terms and conditions:

In consideration of my admission to and attendance at the \_\_\_\_\_ (hereinafter "Meeting"), I hereby waive any and all claims, actions or causes of action against The Wildlife Society ("TWS") and the \_\_\_\_\_ Section of TWS, (hereinafter "Section"), and their respective officers, directors, employees, volunteers and agents, arising out of or resulting from my admission to and attendance at the Meeting and my participation in any ancillary activities or events that comprise the Meeting agenda. Furthermore, I hereby forever release, hold harmless, and discharge the TWS and the Section, and their respective officers, directors, employees, volunteers and agents from any and all liability, judgments, costs, expenses, monetary damages, injuries or damages to persons or property, including illness or death, arising out of or resulting from my admission to and attendance at the Meeting. Knowing, understanding, and fully appreciating the risks associated with attendance at and participation in the Meeting and its related events and activities during the current pandemic, I hereby expressly, voluntarily and willingly assume all risks and danger associated with my admission to and participation in the Meeting.

I further agree that while in attendance at the meeting I shall fully comply with recognized personal safety guidelines and recommendations as issued by the CDC and National Institutes of Health and as may be required by TWS and the Section at meetings or gatherings, including, but not limited to, refraining from attendance if ill or evidencing symptoms of the COVID-19 virus, maintaining recommending social distancing and wearing an appropriate mask.

**I have read this waiver and release and understand the terms used in it and their legal significance. This waiver/release is freely and voluntarily given with the understanding that my right to legal recourse against TWS and/or the Section is knowingly given up in return for allowing my registration for, admission to and participation in the Meeting. My signature on this document is intended to bind not only myself by also my successors, heirs, representatives, administrators, and assigns.**

Participant's Name: \_\_\_\_\_ Date: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Participant's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

In case of emergency contact: \_\_\_\_\_ Phone: \_\_\_\_\_

Parent's signature (if under 18 years): \_\_\_\_\_ Date: \_\_\_\_\_

ATTENDEE

DISCLAIMER AND WAIVER OF LIABILITY

**PLEASE READ AND REVIEW THIS DOCUMENT CAREFULLY BEFORE SIGNING**

The undersigned, having read and carefully reviewed this document, hereby acknowledges his/her understanding and agreement to its terms and conditions:

In consideration of my admission to and attendance at the \_\_\_\_\_ (hereinafter "Meeting"), I hereby waive any and all claims, actions or causes of action against The Wildlife Society ("TWS") and the \_\_\_\_\_ Working Group of TWS, (hereinafter "Working Group"), and their respective officers, directors, employees, volunteers and agents, arising out of or resulting from my admission to and attendance at the Meeting and my participation in any ancillary activities or events that comprise the Meeting agenda. Furthermore, I hereby forever release, hold harmless, and discharge the TWS and the Working Group, and their respective officers, directors, employees, volunteers and agents from any and all liability, judgments, costs, expenses, monetary damages, injuries or damages to persons or property, including illness or death, arising out of or resulting from my admission to and attendance at the Meeting. Knowing, understanding, and fully appreciating the risks associated with attendance at and participation in the Meeting and its related events and activities during the current pandemic, I hereby expressly, voluntarily and willingly assume all risks and danger associated with my admission to and participation in the Meeting.

I further agree that while in attendance at the meeting I shall fully comply with recognized personal safety guidelines and recommendations as issued by the CDC and National Institutes of Health and as may be required by TWS and the Working Group at meetings or gatherings, including, but not limited to, refraining from attendance if ill or evidencing symptoms of the COVID-19 virus, maintaining recommending social distancing and wearing an appropriate mask.

**I have read this waiver and release and understand the terms used in it and their legal significance. This waiver/release is freely and voluntarily given with the understanding that my right to legal recourse against TWS and/or the Working Group is knowingly given up in return for allowing my registration for, admission to and participation in the Meeting. My signature on this document is intended to bind not only myself by also my successors, heirs, representatives, administrators, and assigns.**

Participant's Name: \_\_\_\_\_ Date: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Participant's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

In case of emergency contact: \_\_\_\_\_ Phone: \_\_\_\_\_

Parent's signature (if under 18 years): \_\_\_\_\_ Date: \_\_\_\_\_