



Habitat Stewardship Volunteer Program

Wednesdays & Thursdays | 9:30am - 12:30pm

Come join us at the Sutro Native Plant Nursery for conservation projects such as habitat restoration or nursery activities. Activities of the day may include invasive species removal, native plant plantings, plant propagation, seed processing, transplanting, pot washing and much more! Help us work towards our mission of building community, connecting people with nature, and protecting and enhancing Mount Sutro, one of the city's wildest and most beautiful green spaces.

Wellness Precautions

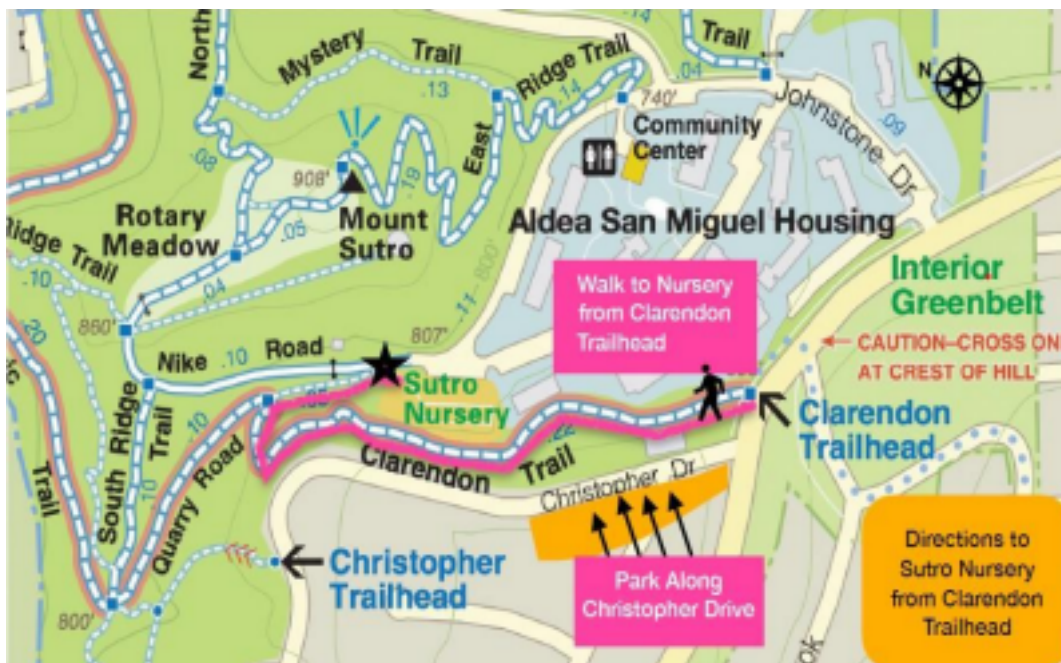
- Participants are limited for each event; please RSVP at <https://www.sutrostewards.org/events> before coming to volunteer.
- All tools and gear provided by Sutro Stewards for volunteer use are clean or sanitized before use.
- Hand sanitizer will be available for use throughout the program.

What to Bring and Wear

- You may bring your own gardening gloves. Sutro Stewards will also provide freshly laundered gloves for use.
- Bring a water bottle and any snacks that you may like.
- Wear clothes that can get dirty! Please wear long pants to protect your legs while working and sturdy, closed-toe shoes.

Checking-In

- We will meet in the Sutro Native Plant Nursery located at 476 Johnstone Drive San Francisco, CA 94131. Please look for signage and the yellow gate!.



Parking

- On-site parking is extremely limited above the Nursery at 476 Johnstone Dr. in red spaces marked “Aldea Center Parking Only.”
- Free street parking is available on Clarendon Ave and Christopher Drive. Use the [Clarendon Trail to access the nursery](#).

Contact

Reach out to our team at info@sutrostewards.org with any questions.

We look forward to seeing you on the Mountain!

Sutro Stewards Glove Guide

Gloves That Will Work

Gardening or work gloves with rubber, leather or some other durable material on the palm side of the glove. These gloves can have some cloth as long as the palm side is made of a durable material.



Gloves That Won't Work

Gloves with palm sides made out of non-durable materials such as cloth, nitrile or winter gloves will not be able to provide adequate protection while volunteering.





We ask all our volunteers to use these guidelines as a point of reference to help us foster a safe and inclusive volunteer experience for all. **Volunteers are the heart of our stewardship work.** We strive to be a model of community-based stewardship. Our volunteers are passionate, knowledgeable, talented, and hard-working. We support volunteers to accomplish meaningful, fun, empowering work that helps them feel connected to nature and the community of people who steward Mount Sutro.

Community Guidelines

Maintain Physical Safety at All Times

- Perform only the tasks assigned.
- Observe all safety requirements and use care in the performance of those tasks.
- Only undertake tasks that feel at a comfortable level of ability for you.
- Ask for clarity from staff if you are unsure how to perform a task or handle a tool.
- Do not pick up or handle sharp objects, glass, needles, toxics or any other hazardous object.
- Do not leave the designated area without checking in with the on-site staff supervisor.
- Request assistance and report locations of unsafe objects/areas to the on-site staff supervisor.

Respect other Volunteers, Staff and the Public

At Sutro Stewards we strive to create a safe and welcoming space for all our volunteers. We ask that you be respectful and kind in words and actions towards fellow volunteers, staff and the greater public you interact with. This includes respecting others' right to privacy, physical and emotional safety. We welcome a diverse array of volunteers from different backgrounds, abilities and identities and ask that you be thoughtful in the types of conversation topics approached while volunteering to ensure that everyone feels included and safe. If you are made to feel uncomfortable by another volunteer, reach out to staff so that the issue can be appropriately addressed immediately.

Ask Questions and Stay Curious

Staff will provide instructions on tool safety, tasks for the day and the scope of where we'll be working. We encourage you to ask questions if you need clarity on instructions or if you're simply curious about the task at hand.

Accessibility

Please note that our activities often involve extensive walking and hiking on uneven terrain. If you have any accessibility needs or concerns, let us know in advance, and we'll do our best to find an alternative or accommodation to support your participation.

Injury/Incident Reporting

Report any injury, accident or incident that occurs while volunteering to the on-site staff supervisor immediately.

Dismissal

The need to dismiss a volunteer is rare, but sometimes it is required for the safety and protection of other volunteers, staff and/or the public. Sutro Stewards reserves the right to dismiss any volunteer who does not comply with our Community Guidelines.



VOLUNTEER WAIVER, RELEASE, AND HOLD HARMLESS AGREEMENT

PROJECT: Sutro Stewards

In consideration for being granted permission to participate in Sutro Stewards ('Project'), I hereby agree to the following on behalf of myself, my personal representatives, assigns, and next of kin:

To release, waive and discharge the City and County of San Francisco and its officers, agents, employees, representatives and contractors (herein referred to collectively as "City") and Livable City, and the Sutro Stewards and their officers, agents, employees, representatives and contractors (collectively "Project") from any and all claims or demands of any kind and from all liability, penalties, costs, losses, damages, expenses, claims, or judgments (including attorney's fees) resulting from injury, death or damage to myself, any visitor, third parties or property of any kind, which injury, death or damage arises out of or is in any way connected directly or indirectly to participation in the Project, whether caused by the Project or the City's active or passive negligence or otherwise. I understand that this release extends to claims that I do not know or do not expect to exist at the time of the signing of this release, and I hereby waive the protections of California Civil Code Section 1542.

To protect, hold free and harmless, defend and indemnify the City and the Project from any and all claims or demands of any kind and from all liability, penalties, costs, losses, damages, expenses, claims, or judgments (including attorney's fees) resulting from injury, death or damage to any visitor, third parties or property of any kind, which injury, death or damage arises out of or is in any way connected directly or indirectly to participation in the Project, whether caused by the City or the Project's active or passive negligence or otherwise. This indemnity shall include, without limitation, reasonable attorneys', experts', and consultants' fees, investigation costs, and all other reasonable costs incurred by the Project or the City.

To assume full responsibility for risk of bodily injury or property damage incurred by myself or the organization's representatives arising either directly or indirectly from participation in the Project, whether caused by the City or the Project's active or passive negligence or otherwise. I accept total responsibility for any and all medical expenses (including transportation to and from any medical facility) that the undersigned participant incurs while participating in the Project.

To acknowledge that participants and/or volunteers in the Project incur hazards and dangers necessarily associated with participating in the Project's scheduled and unscheduled programmatic events and activities, such as event set-up, route monitoring, crossing guard duties, street outreach, site cleanups, gardening, tours, events, workshops, classes and general beautification, and in transportation and/or walking to and from the Project's sites. I assume all risks associated with participating in this Project's activity and/or event including, but not limited to falls, contact with other participants, acts of God, natural disasters, terrorism, pandemics or disease outbreaks or any escalation or worsening of any acts of God, natural disaster, terrorism, pandemics or disease outbreak (including the COVID-19 virus), the effects of weather, including high humidity, traffic and the conditions of the road, all such risks being known and appreciated by me.

To irrevocably grant unconditional permission to the Project to use the undersigned participant's name, likeness, voice and biographical data. Any such materials may be used in whole or in part, in any and all media without limitation and without compensation, unless prohibited by law. I hereby release the Project and its officers, agents, and employees from liability in connection therewith.

This Release and Acknowledgement is intended to be as broad and inclusive as permitted by the law of the State of California, and if any portion is held invalid, the balance shall continue in full legal force and effect. I have voluntarily signed this Acknowledgement and Release.

I have voluntarily signed this Acknowledgement and Release. I have knowledge of and familiarity with the potential risks and dangers relating to the Project, and I have had an opportunity to review and ask questions concerning this Acknowledgement and Release.

IN WITNESS WHEREOF, I have executed this Acknowledgement and Release at

_____ on this _____ day of _____, 20____. (designate place of execution)

NOTE: If and only if the participant is aged eighteen (18) years or older, the following may be executed in lieu of endorsement by parent(s)/guardian(s). I am of lawful age and legally competent to sign this Acknowledgement and Release. I understand the terms hereof, and I have signed this document as my own free act.

I am 18 years or older:

Signature of Participant	Printed Name of Participant
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Street Mailing Address	City, State, Zip
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Email	Phone
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Emergency Contact Information

If under 18 years of age, sign here:

Signature of Participant	Printed Name of Participant
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First Parent/Lawful Guardian of Participant Signature	Printed Name
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Second Parent/Lawful Guardian of Participant Signature	Printed Name
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Emergency Contact Information

Livable City Harassment Policy

Livable City maintains a strict policy prohibiting all forms of unlawful harassment, including those based on sex, gender, race, color, ancestry, religious creed, national origin, sexual orientation, gender identity, mental or physical disability, medical condition, age, marital status, veteran status or any other characteristic protected by law. This policy applies to all employees, including supervisors and nonsupervisory employees, and volunteers.

Harassment, including sexual harassment, is contrary to basic standards of conduct between individuals and is prohibited by Federal and State law. Any employee who engages in any of the acts or behavior defined below violates Livable City policy, and such misconduct can result in immediate removal, and other consequences as LC deems appropriate.

Harassment can be defined as unwelcome verbal, physical or visual conduct based on an employee's sex, sexual orientation, sexual identity, race, color, national origin, ancestry, citizenship, religion, age, physical or mental disability, medical condition (including cancer or AIDS/HIV-related illness), pregnancy, veteran status, marital status or any other basis prohibited by law.

Sexual harassment is unwelcome sexual overtures or conduct, either verbal or physical. Examples of sexual harassment include: unwelcome sexual advances and propositions, offensive sexual flirtations, sexual innuendo, a pattern of obscene and suggestive comments, verbal abuse of sexual nature, unwelcome physical contact such as patting, pinching or brushing against someone's body, Humor and jokes about sex or gender-specific traits, sexually suggestive or explicit graffiti, posters, T-shirts, calendars or objects. All media are included under this policy: E-mail, voice mail, pager communications, verbal communications, written communications, objects, etc.

Creating a hostile environment can also amount to unlawful sexual harassment regardless of whether the treatment was motivated by sexual desire. While in many cases there is no intent to harass or offend, the impact of such actions as mentioned above must be considered detrimental to the organization's commitment to maintain a work environment free of harassment and discrimination.

Anyone who feels s/he has been sexually harassed should immediately report the incident (preferably in writing) to their supervisor or the Executive Director. Each reported incident will be promptly and thoroughly investigated. Confidentiality will be maintained to the extent permitted by the circumstances. Whatever action is taken to correct the situation will be communicated to the complaining individual. Livable City will not take adverse action against individuals for reporting violations of this policy or for participating in the investigation of these violations.

UNIVERSITY OF CALIFORNIA, San Francisco
Waiver of Liability, Assumption of Risk, and Indemnity Agreement

Waiver: In return for being permitted to participate in the following activity or program (“The Activity”), including any associated use of the premises, facilities, staff, equipment, transportation, and services of the University, I, for myself, heirs, personal representatives, and assigns, **do hereby release, waive, discharge, and promise not to sue** The Regents of the University of California, its directors, officers, employees, and agents (“The University”), from liability **from any and all claims, including the negligence of The University**, resulting in personal injury (including death), accidents or illnesses, and property loss, in connection with my participation in the Activity and any use of University premises and facilities.

Description of Activity or Program: **Using hand tools to clean and thin undergrowth; remove/install new plants; construct and repair trails; remove dirt and rocks, climbing over/under obstacles and working on steep slopes and rock outcrops.**

Date(s): 1/1/25 - 12/31/25

Assumption of Risks: Participation in The Activity carries with it certain inherent risks that cannot be eliminated regardless of the care taken to avoid injury. The specific risks vary from one activity to another, but the risks range from 1) minor injuries such as scratches, bruises, and sprains, to 2) major injuries such as eye injury, joint or bone injuries, heart attacks, and concussions, to 3) catastrophic injuries such as paralysis and death.

Indemnification and Hold Harmless: I also agree to indemnify and hold The University harmless from any and all claims, actions, suits, procedures, costs, expenses, damages and liabilities, including attorney’s fees, arising out of my involvement in The Activity, and to reimburse it for any such expenses incurred.

Severability: I further agree that this Waiver of Liability, Assumption of Risk, and Indemnity Agreement is intended to be as broad and inclusive as permitted by law, and that if any portion is held invalid the remaining portions will continue to have full legal force and effect.

Governing Law and Jurisdiction: This Agreement shall be governed by the laws of the State of California, and any disputes arising out of or in connection with this Agreement shall be under the exclusive jurisdiction of the Courts of the State of California.

Acknowledgment of Understanding: I have read this Waiver of Liability, Assumption of Risk, and Indemnity Agreement, fully understand its terms, and **understand that I am giving up substantial rights, including my right to sue.** I confirm that I am signing the agreement freely and voluntarily, and **intend my signature to be a complete and unconditional release of all liability** to the greatest extent allowed by law.

Participant Name (print) Date of Birth

Participant Signature Date

I, the parent/legal guardian of the Participant, hereby agree to the above on behalf of the Participant

Parent/Guardian Name (print)

Date

