



RIALTO
UNIFIED SCHOOL DISTRICT
BRIDGING FUTURES THROUGH INNOVATION



To: All Administration

Bulletin No. RM-23-012

(Original Bulletin No RM-19-005 dated 5/7/19)

From: Derek Harris
Lead Risk Mgmt. &
Transportation Agent

March 31, 2023

Subject: **Participation in Voluntary Events - Students v. Staff or Staff v. Staff**

Participation in voluntary events may be a useful tool for building morale, increasing teamwork among staff members and fostering more cooperation between students and staff. It is important to recognize that specific liabilities exist when voluntary events include physical exercise that may be strenuous and subject individuals to the risk of serious illness or injury. Employees should be encouraged to check with their personal physician prior to engaging in strenuous physical activities.

Obtain written consent from families prior to student participation in all *students v. staff* events. All staff members participating in *students v. staff* or *staff v. staff* activities must sign an event specific *Waiver and Release of Liability* form. Risk Management Services will prepare the *Waiver and Release of Liability* form for your specific event, which includes the school name, event name, date and time of the event.

Obtaining family consent and waivers will help ensure that we reduce our exposure to liability, while still being able to participate in events that increase comradery amongst students and staff. Please contact Risk Management Services, not less than ten (10) school days prior to the event, to request a *Waiver and Release of Liability*.

It is critical that these activities remain voluntary; therefore, you will want to refrain from sending communications that strongly urges employees to participate. Illnesses or injuries can become industrial (workers' compensation) if the injured employee can show evidence that they were strongly urged by an administrator to participate. The Workers' Compensation Appeals Court will declare an injury is industrial (find it compensable) if they believe that the employee was coerced into participating.

Please feel free to contact Risk Management Services at (909) 820-7700 ext. 2110 should you have questions or need additional information.