



AGREEMENT AND WAIVER
Employee Wellness Facilities

Name: _____

Position: _____

Date of Hire: _____

I will comply with all rules and policies governing the use of the exercise room, wellness deck, and associated equipment and facilities (together the “Facilities”) at the Washington County Administration Building and parking structure. Such policies may be amended from time to time, and I agree to follow all policies in affect at the time of my use. I agree not to use the Facilities while I am on the clock. I understand and agree that my use of the Facilities is an employee benefit that is revocable for the violation of any rule or policy governing the use of the Facilities or any employment policy. I agree to use the Facilities only if I am an employee in good standing with the county and am authorized to use the Facilities.

I understand that I must consult with my doctor before beginning or changing exercise activities.

I hereby agree to assume all risks associated with my use of the Facilities. I acknowledge and understand the possibility and inherent risks of injury, including but not limited to personal injury, permanent disability, or death, directly or indirectly, associated with exercising, competitive sports, using exercise equipment, lifting weights, and other activities engaged in at gyms or exercise facilities. I further understand that serious and permanent injury can occur even where Facilities users act with care and adhere to safety standards in using the Facilities, or that other participants using the Facilities may choose not to act with care and adhere to safety standards, and I understand that it is my responsibility to use the Facilities in a safe manner, and I accept that responsibility.

In consideration of being allowed to use the Facilities, I (for myself, my successors, heirs, and assigns) hereby release and forever waive and discharge Washington County (and its elected officials, employees, representatives, and agents) from any and all actions, claims, and demands for any damages, injuries, costs, or loss related to or arising out of the use of the Facilities. This release is valid even if there is evidence of negligence on the part of any of the released parties. This release applies and extends to all current and future use of the Facilities, including where new equipment or other features are added to the Facilities. The release applies to all uses of the Facilities on or after the date of execution of this waiver and release.

I represent that am at least 18 years old. I understand and acknowledge that I have a right to consult an attorney regarding the contents of this document. I understand that this document is legally binding.

By signing below, I agree to each statement or term of this document.

Employee Signature

Date: _____

Please return to the HR Office

Exercise Facility Rules

- The exercise facility may be used only by employees.
- The facility is open Monday through Friday from 6:00 a.m. to 7:00 p.m. (except holidays)
- Cardio equipment may be used for a maximum of 30 minutes during peak usage times.
- Employees are responsible for using the fitness equipment as it was intended to be used.
- Employee-owned exercise machines are not allowed to be brought in for use.
- Please be courteous to other participants using equipment by immediately returning all weights, dumbbells, mats, and bars to their proper areas. Never rest any weights against walls, mirrors, on floor, or on top of benches.
- Weights must not be dropped.
- The use of chalk or any other lifting substance is prohibited.
- Please notify the maintenance superintendent of potentially unsafe equipment.
- Employees must wipe off all strength and cardio equipment after each use.
- Do not alter fitness center layout (i.e. moving benches, rearranging weight trees, etc.).
- Specific activity area equipment needs to stay in designated area. Do not remove any equipment from the exercise facility.
- Use clamps or weight collars each time free weights are used in order to prevent injuries.
- No open drinks or food allowed. Fluids permitted if contained in a plastic sports bottle with a secured top.
- No outside personal training and/or instruction is allowed.
- Please allow others waiting for the machine to work into your rotation.
- Any activity that may damage the facility/equipment or is deemed unsafe by the county administrator must be stopped immediately.
- Personal headphone music only.
- For purposes of hygiene, safety, and protection of equipment, participants are required to wear proper workout attire. Shirts, shorts/pants, and appropriate footwear are required. Shorts and shirts must be worn at all times and undergarments must be covered by clothing previously listed. Bare skin contact on equipment is not recommended.
- Appropriate footwear includes clean, non-marking, closed toed shoes with a sole and secured to the foot via laces or Velcro. Open-toe shoes, flip flops, Crocs or other shoes with no heel or other support are prohibited.
- Cell phones may be used with headphones for listening to audio or using fitness-related applications.
- Employees must keep the shower and locker room areas clean and must not leave personal property in the exercise facility overnight. Any items of personal property left overnight may be removed and discarded by janitorial staff.
- Failure to comply with any rule may result in suspension or loss of wellness facility privileges.

Wellness Deck Rules

- The wellness deck may be used by employees or qualifying family members
- Access to the wellness deck is available Monday through Saturday only from 6:45 a.m. to 7:00 p.m., and the wellness deck must be vacated by 9:00 p.m.
- Closed-toed athletic shoes are required; all shoes must have non-marking soles
- Running spikes are not allowed on the wellness deck
- Pickleball courts are available only on a first-come, first-serve basis
- Only pickleball may be played on pickleball courts, and no other sport
- When others are waiting to play, playing time will be limited to one 11-point game
- Only county maintenance personnel may adjust court equipment
- No fitness equipment is permitted on the track
- Wellness deck users may listen to music only with headphones or earbuds
- Throwing any object off of the wellness deck is strictly prohibited and will result in the immediate revocation of use privileges
- Stretching, sitting, or spectating is not allowed on the track; spitting is prohibited
- No food or drink are allowed (except for water contained in a water bottle)
- Those who use the wellness deck are expected to clean up after themselves
- Failure to comply with any rule may result in suspension or revocation of wellness deck privileges