

Mile High Pets & Handlers

Standard Operating Procedure

Membership Agreement

Version: 1.2

Last Edited: 12/17/2025

Welcome to Mile High Pets & Handlers!

This Membership Agreement outlines the rights, responsibilities, and expectations of all members. By joining, you agree to follow our community rules, uphold our values of respect and inclusivity, and participate safely in events and activities. This ensures a positive experience for you and for everyone in our community.

Definition: This Membership Agreement (“Agreement”) governs the rights and responsibilities of individuals (“Members”) who join Mile High Pets & Handlers (MiH-PaH), a nonprofit social organization dedicated to fostering a safe, inclusive, and respectful pet and handler community.

1. Membership Eligibility

Members must:

- Be at least **18 years old** for a Recruit Membership or **21 years old** for a Full Membership.
 - Submit proof of age in the form of a **Valid State ID** at the next opportunity for verification by a Board Member.
 - Agree to adhere to MiH-PaH's Code of Conduct and policies.
 - Complete the membership registration process, including payment of any dues if applicable.
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2. Member Rights

All Members

Regardless of membership tier, all members are entitled to:

- Identify as a member of MiH-PaH.
- Access member-only resources, communications, and social groups.
- Participate in MiH-PaH events and activities (with respect to the age requirements of the hosting venue).
- Receive timely updates regarding MiH-PaH initiatives, policies, and events.
- Vote on all matters placed before the Organization as a whole (except for those involving disciplinary action against said member).
- Any other privileges granted by current operating practices/procedures.

Recruit Members (18–20)

Additionally entitled to:

- Serve on and chair a committee.
- Serve as a **Board Member at Large** on the Board of Directors and, if elected, become a conditional dues-paying member.

Full Members (21+)

Entitled to all of the above privileges, and additionally:

- May serve in **any office** on the Board of Directors pursuant to meeting the requirements of said position.
 - May sponsor individuals for membership or office.
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3. Member Responsibilities & Conduct

Responsibilities

Members agree to:

- Treat all members and guests with respect and courtesy.
- Comply with all MiH-PaH policies, rules, and procedures, including those related to safety and consent.
- Maintain the confidentiality of personal information shared within MiH-PaH spaces.
- Refrain from harassment, discrimination, or behavior that undermines community safety and inclusivity.
- Pay membership dues or fees promptly (if applicable).

Code of Conduct

Members must:

- Uphold MiH-PaH's commitment to inclusivity, non-discrimination, and respect.
- Refrain from any form of harassment, abuse, or intimidation.
- Follow any event-specific rules and safety protocols.
- Report any unsafe or inappropriate behavior to the Board or designated leadership.

The full Membership Code of Conduct may be found under the Code of Conduct document.

4. Terms, Dues & Termination

Membership Term

Membership with MiH-PaH starts the day dues are paid and is effective through the end of the membership year (**June 30th**), unless terminated earlier. Dues will be prorated by the duration of the membership.

Dues & Fees

- **Current Status:** Membership dues are currently waived.

- Fees are non-refundable unless otherwise determined by the Board.
- The Board may adjust membership dues with prior notice to members as outlined by the Organization Bylaws.

Termination of Membership

Membership may be terminated if a member:

- Violates the Code of Conduct or any organizational policy.
- Engages in illegal or unsafe behavior during MiH-PaH activities.
- Fails to pay required dues after reasonable notice.

Note: The member will be contacted via the email on file during the first week of the month their membership will expire to alert them to renew.

Termination may occur at the discretion of the Board, following a fair review process. Membership termination will follow the procedure outlined in **Article II, Section 1** of the MiH-PaH Bylaws, including notice, opportunity to respond, and appeal rights.

5. Liability & Insurance

Liability & Assumption of Risk

By participating in Mile High Pets & Handlers (MiH-PaH) events, activities, or programs, members acknowledge and accept that they do so **voluntarily and at their own risk**. Members expressly agree to release, indemnify, and hold harmless MiH-PaH, its Board of Directors, officers, event organizers, volunteers, and agents from any and all liability, claims, demands, causes of action, damages, losses, or expenses (including attorney's fees) arising out of or related to participation in any MiH-PaH activity, except where prohibited by law.

Members are fully responsible for their own actions and for the behavior, safety, and compliance of any guests they bring to events or activities conducted under the Mile High Pets & Handlers organization. This release does not waive liability for gross negligence or intentional misconduct by MiH-PaH or its representatives, as prohibited by law.

Insurance & Medical Responsibility

Members understand and agree that MiH-PaH **does not provide** health, medical, disability, or accident insurance coverage for participants. Each member is solely responsible for their own medical expenses and personal insurance coverage. In the event of injury, illness, or other incident during a MiH-PaH activity, members assume full financial responsibility for any related medical treatment, emergency services, or associated costs.

6. Media & Privacy

Members grant MiH-PaH permission to use photos, videos, or recordings from events for promotional and educational purposes, **provided a form of face covering or facial blur is utilized**, unless otherwise restricted in writing.

- **Official Capture Only:** Only MiH-PaH leadership or designated media volunteers are permitted to capture official photos, videos, or recordings at MiH-PaH events.
- **Consent:** Personal photography or recording by members is not allowed without the express consent of all individuals being recorded. Photography and recording will be announced at MiH-PaH events.
- **Privacy:** Reasonable efforts will be made to honor opt-out requests; however, complete avoidance cannot be guaranteed at public events or when third parties (e.g., other attendees or media outlets) are present.
- **Data Use:** Personal information collected by MiH-PaH will be used only for organizational purposes, stored securely, and never shared or sold without member consent.

Opt-Out Rights Members may opt out of the use of media and non-essential data collection by filling out the **Opt-Out Agreement** within the Membership Application. Members may revoke consent at any time in writing, though revocation will not apply retroactively to materials already produced or published.

7. Amendments

MiH-PaH reserves the right to amend this Agreement. Members will be notified of amendments and continued use of membership benefits constitutes acceptance. The notice period for amendments is **30 days**.

8. Acknowledgement & Digital Signature

By submitting this Membership Application: I acknowledge that I have read, understand, and agree to abide by the terms of the Mile High Pets & Handlers Membership Agreement and the Code of Conduct. I further agree that the use of my legal name in this submission constitutes my electronic signature, and that this digital submission has the same legal effect as a handwritten signature.