



Grinnell College

Center for Careers, Life,
and Service

Grinnell College Intern Waiver, Release, and Indemnification Agreement

STUDENT NAME

INTERNSHIP ORGANIZATION/AGENCY

Internship Term (e.g., Summer 2026):

The undersigned Student ("Student") at Grinnell College ("College") has applied to participate in an internship program ("Program"). Student is not required to participate in this Program. Student's participation is wholly voluntary. In consideration of College's approval for Student to participate in, and receive academic credit or College funding when applicable, for the Program, the undersigned agree as follows:

1. College does not control the way in which the internship work experience and the internship site are structured or operate. In granting funding or academic credit for this internship, the College affirms that, to the best of its judgment, the experience is an appropriate option for students in a liberal arts program of study and worthy of College credit, if applicable. The College makes no other assurances, expressed or implied, about any travel and/or living arrangements the Student has made. College does not knowingly approve internship opportunities that pose undue risks to their participants. However, any internship or travel carries with it potential hazards that are beyond the control of the College and its agents or employees, and Student assumes the sole responsibility for any and all such risk.
2. It is Student's responsibility to determine the medical and other risks associated with the location of their in-person summer internship and assume the responsibility of obtaining any vaccines that may be required (e.g., for travel, for residency, by employer). Student has reviewed applicable Centers for Disease Controls ("CDC") and U.S. Department of State ("DOS") information concerning the present health and travel risks associated with any region—domestic or foreign country—where Student intends to stay/visit in connection with their in-person summer internship, including any applicable CDC or DOS warnings or advisories.
3. Student will, at Student's own cost, arrange coverage, throughout the Program, by a policy or plan of comprehensive health and accident benefits that provides protection for illnesses or injuries sustained or experienced during their internship, including those occurring outside the United States. The undersigned acknowledge and agree that College does not have an obligation to provide Student with such coverage.
4. If Student uses Student's personal vehicle for the benefit of the organization/agency ("Program Sponsor") with whom Student performs the internship, College has no liability for personal injury or property damage that may result from that use. The undersigned agree to rely solely upon their own personal vehicle insurance coverage and on any insurance coverage provided by the internship Program Sponsor.
5. Student will not be entitled to unemployment compensation benefits upon completion of the internship. The undersigned understand that the internship work experience is not an offer of employment. Rather, the experience is for an educational purpose with an established termination date. The undersigned also understand that College assumes no liability for personal injury that Student may suffer in the course of the internship and agree to be responsible for ascertaining whether the Program Sponsor provides workers' compensation or other coverage for Student. The undersigned understand that neither the Program Sponsor nor the College is required to provide monetary compensation for the time Student spends at the Program Sponsor's place of business during the internship experience. The undersigned agree to be responsible for ascertaining whether the Program Sponsor will or will not provide monetary compensation. College prohibits discrimination on the basis of race, national or ethnic origin, age, gender, sexual orientation, gender identity and expression, marital status, veteran status, religion, creed, or disability. College requires the Program Sponsor to affirm that the Program Sponsor also prohibits any and all discrimination.
6. Student understands that the responsibilities and circumstances of an off-campus internship require a certain standard of professional decorum that may differ from that of the College. Student understands and agrees to conform to professional standards of the Program Sponsor. Student further understands that it is important to the success of the

Program and the continuance of future internships that Students observe standards of conduct that would not compromise the College in the eyes of the individuals and organizations with which it has dealings. Student acknowledges the College's responsibility for setting rules and interpreting conduct for this purpose. The undersigned agree that should the College decide that Student must be terminated from the Program because of conduct that might bring the Program into disrepute or the Program into jeopardy or because of failure to comply with the provisions of this Agreement or the College's Student Handbook, that decision will be final (subject to review by the appropriate College office) and may result in loss of academic credit for the Program.

7. The undersigned understand that the College reserves the right to make cancellations, changes, or substitutions in cases of emergency or changed conditions or in the general interest of the Program. The undersigned understand that the appropriate College office may take any actions considered to be warranted under the circumstances and/or to guard the integrity of the Program, including termination of the Program experience. Such termination will not affect the obligations of the undersigned expressed in this Agreement and College shall not be liable for any loss (including financial loss or loss of academic credit) to Student by reason of such termination.
8. Student will abide by the health and safety guidelines issued by federal, state, and local authorities, as well as any requirements of the facility. Student has obtained and read relevant public health guidance from the CDC and/or other relevant public health agencies in which the internship is located). Student will immediately notify their supervisor of any concerns or questions they have regarding the health and safety of the workspace.
9. The undersigned acknowledges that participation in the Program involves risks not found in activities at College. These risks include, without limitation, traveling to and within and returning from domestic states/cities and/or one or more foreign countries; domestic and foreign political, legal, social, transportation, health, and economic conditions; different standards of design, safety and maintenance of buildings and public places; local medical facilities and providers; and local weather conditions.
10. Each of the undersigned individually, and on behalf of each such undersigned's heirs, successors, assigns and personal representatives, hereby waives, releases and forever discharges the College and its employees, agents, officers, trustees and representatives (in their official and individual capacities) from any and all liability whatsoever for any and all damages, losses or injuries (including, without limitation, death and illness) to Student or Student's property or both, including but not limited to financial loss, medical bills, charges and related expenses incurred by or on behalf of student, loss of academic credit or any other claims, demands, actions, causes of action, judgments, damages, expenses and costs, including attorneys' fees which arise out of, result from, occur during or are connected in any manner with the Student's participation in the Program or any travel incident thereto. This Agreement does not release any claims the College may have against any of the undersigned.
11. Each of the undersigned individually, and on behalf of each such undersigned's heirs, successors, assigns and personal representatives, hereby agrees, jointly and severally, to indemnify, defend and hold harmless the College and its employees, agents, officers, trustees and representatives (in their official and individual capacities) from any and all liability, loss, damage or expense, including, without limitation, attorneys' fees, that they or any of them incur or sustain that arise out of, occur during or in any way connected with Student's participation in the Program or any travel incident thereto.
12. Student represents and warrants that: (1) Student is over the age of 18 and may legally be employed in the country where work is being performed; and (2) Student has disclosed all relevant and pertinent information to College that could affect Student's ability to successfully complete the Program.
13. Each of the undersigned agrees that this Waiver, Release, and Indemnification Agreement is to be construed under the laws of the State of Iowa, USA, without regard to conflict of laws principles; and that if any portion hereof is held invalid, the balance hereof shall continue full legal force and effect. In signing this Agreement, each of the undersigned hereby acknowledges that he/she has read this entire Agreement, that he/she understands its terms, that by signing it he/she is giving up substantial legal rights he/she might otherwise have and that he/she has signed it knowingly and voluntarily.

Student Signature

Date