



**ACKNOWLEDGMENT AND RELEASE  
(Discouragement of private employment of Early Connections staff)**

The undersigned parent/guardian acknowledges and understands that Early Connections Learning Centers (Early Connections) discourages parents/guardians from entering into private employment or other arrangements with Early Connections' staff and that if arrangements are nonetheless made (including for example, but not by way limitation for, additional child care or transportation outside of the programs and services specifically provided by Early Connections), they are an individual endeavor and private matter, not connected with, supported or sanctioned by Early Connections.

The undersigned parent/guardian further understands and acknowledges that said private arrangements shall be of my own accord, that Early Connections takes no responsibility for the private arrangements that I may make with an Early Connections staff member and Early Connections is not and will not be held responsible for the conduct, acts or omissions of any Early Connections staff member who enters into a private arrangement with me for additional child care or other services.

The undersigned parent/guardian, individually and on behalf of my heirs, personal representatives, administrators, successors and assigns hereby fully and forever releases, discharges, holds harmless and agrees to indemnify Early Connections, its directors, officers, employees, agents, representatives, licensees, collaborative agencies, affiliates, and their respective successors and assigns, from and against any and all liabilities, losses, damages, claims, demands, injuries (whether to person or property), attorneys fees, costs, actions and causes of action of every kind or nature, present or future, known or unknown, direct or consequential (whether physical, psychological, social, economic or otherwise), caused by or arising from or in convection with any private child care or other services entered into or arranged with any staff member of Early Connections.

**The undersigned parent/guardian acknowledges that he/she had sufficient opportunity to review the provisions of this document and understand its purpose, meaning and intent.**

Date: \_\_\_\_\_

\_\_\_\_\_  
Printed Name of Parent or Guardian

\_\_\_\_\_  
Signature of Parent or Guardian