



KANSAS DEPARTMENT OF HEALTH AND ENVIRONMENT

VOLUNTEER MANAGEMENT AND KANSAS EMERGENCY SYSTEM FOR ADVANCE REGISTRATION OF VOLUNTEER HEALTH PROFESSIONALS (**ESAR-VHP**) PLAN



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Record of Changes

Date	Location	Changes
June 2023		Not tracked prior to June 2023
June 6, 2023	Purpose	Added paragraph to detail that KDHE does not utilize volunteers in its internal surge planning/response.
	Situation	Removed Hospital Surge Capacity from type of volunteer response missions
	Roles & Responsibilities	Updated for accuracy
	Preparation	Updated credential section to detail accurately how and what is validated. Updating to include training validation capacity of SERV-KS
	Throughout	Updated SERV-KS to replace all instances of K-SERV, provided full title/name in place of acronyms for all first instances of that title/name
	Failsafe and Redundancy	Updated new process of backups and storage with SERV-KS vendor, MBT
	Volunteer Requesting Process	Updated responsibilities (bullet-point list) of the receiving/requesting entity. Removed reference to Appendix D. Appendix D was a sample resource request form and will not be included with this plan. Added visual flow chart for requesting resources (local requesting agency to KDHE process)
	Activation	Added information that the new system can notify volunteers based on license type
	Appendix A	Added list of public health professions that are validated in SERV-KS
	Appendix B	Added this list of contacts for each of the license validating agencies
	Appendix C	Added the Terms & Conditions document from SERV-KS
	Appendix D	Removed the emergency management request form
January 2024	Record of changes	Added this section and recorded changes made in June 2023
	Table of contents	Added TOC
	All	Updated MRC Coordinator to KS MRC Program Manager Updated first instances of acronyms to detail full title/name
	Purpose	Clarified Purpose statement as to the 2 main uses of SERV-KS
	Phase II - Request Process	Reworded the narrative process to eliminate confusing language and detail the request process. Added visual graphic to depict request process in the event of emergency declaration

Introduction

Recent natural and human-made catastrophic incidents have demonstrated the need for volunteers to supplement response and recovery efforts. Additionally, the potential for widespread consequences from these events often cross jurisdictional lines. Kansas Department of Health and Environment (KDHE) is responsible for the implementation and maintenance of a volunteer health professional plan to include pre-credentialed volunteers to respond to local, tribal, regional, state, and national emergencies.

Purpose

This plan supports the Emergency System for Advance Registration of Volunteer Health Professionals (ESAR-VHP). It promotes coordination with other volunteer health professional and emergency preparedness entities to support the deployment of health professionals and lay volunteers. The online platform, SERV-KS (System for Emergency Response Volunteers) was developed in 2022 for:

- Kansas Medical Reserve Corps (MRC) volunteer management
- and for the purpose of health professional credentialing, both for volunteers and for the purpose of validating licenses for staff registered in the Comprehensive Resource Management and Credentialing System (CRMCS).

The SERV-KS system also provides a registration portal for lay volunteers to create a profile that outlines their identity, contact information, and professional medical license data so that they may be contacted during a public health emergency. Lay volunteers are not affiliated with an agency. The system can be utilized to assist counties in identifying needed volunteers when a local disaster has been declared and local resources have been exhausted.

KDHE does not utilize volunteers in its internal efforts. Points of Dispensing, Receipt, Store and Stage (RSS) sites and similar medical countermeasure (MCM) responses managed at the state level are staffed by KDHE employees and/or contractors. Therefore, this plan is limited in scope to pertain to the Emergency System for Advance Registration of Volunteer Health Professionals (ESAR-VHP) program guidance in building and maintaining the capacity to collect information on potential public health volunteers and validate their professional medical license, if relevant. This readies a potential cadre of surge support for referral to requesting partners. Relevant staff should refer to the KDHE Emergency Operations Plan (EOP) and Medical Countermeasures Plan for internal surge staffing plans.

Situation & Assumption

Situation

A public health emergency response may require health and medical personnel that exceeds available resources; in such a situation volunteers may be utilized to enhance response efforts. The System For Emergency Response Volunteers in Kansas (SERV-KS) platform can provide emergency response officials the means to notify a potential workforce, foster coordination among volunteers and emergency officials, and alleviate barriers associated with integration of responders during an emergency.

Volunteers may be called upon to staff and support health emergency response functions, including but not limited to:

- Alternate care sites or facilities
- Point of dispensing or mass dispensing sites, shelters and hydration centers
- First-aid, mass triage or screening sites.

Additionally, volunteers from other states may be requested when an incident is expected to surpass Kansas' capability to support local jurisdictions or the state emergency response. Threats that may strain or exceed capabilities include:

- Widespread biological or chemical attack.
- Severe nuclear emergency.
- Infrastructure failure.
- Emergency needs that exceed the total available population of Kansas's health professionals or events that require immediate support beyond available resources.

Assumptions

- Volunteer health, safety, security and supervision will be high priority at all times.
- Volunteer requests are made in response to an emergency declaration (local, tribal, state and federal) after local resources and capabilities have been exhausted.
- Logistical and legal issues regarding the use of volunteers will have been addressed by the requesting and receiving entity prior to requesting volunteers through SERV-KS.
- Volunteers will be managed at the lowest organizational and jurisdictional level possible.
- Volunteers may choose to decline a call to service at any time.
- The use and movement of public health volunteers across local and state jurisdictions will be tracked by the requesting or receiving entity.
- Volunteer accountability during mobilization, movement, and deployment will be maintained by the requesting or receiving entity.
- Volunteer care, feeding, and transportation considerations will be handled by the requesting/receiving entity.
- Volunteers requested or received from outside states will be coordinated through Emergency Management Assistance Compact (EMAC) and with the support of the Federal Emergency Management Agency (FEMA)/EMAC Coordinator.
- As identified in State Statute **60-3601** "Volunteer" means an officer, director, trustee or other person who performs services for a nonprofit organization but does not receive compensation, either directly or indirectly, for those services. Volunteer does not include a person who delivers health care services to patients in a medical care facility as defined in K.S.A. 65-425, and amendments thereto.
- In cases of a major disaster or catastrophic events, KDHE may need to make provisions to expand this plan and response systems.
- This plan will be reviewed annually, and updated as needed, to ensure compliance with national and state program guidelines and standards.

Concept of Operations

Alignment

Volunteer coordination may occur within the Preparedness Program of KDHE by the Kansas Medical Reserve Corps Program Manager for local requests, or for a larger or statewide emergency, through the State Emergency Operations Center (SEOC). Volunteer coordination and ESAR-VHP activation aligns within the framework of KDHE EOP and Kansas Response Plan (KRP) plans.

Response Phases

- Phase I – Preparation

- Phase II – Request Processing
- Phase III – Mobilization
- Phase IV – Tracking Volunteer Use and Movement Phase
- Phase V – Demobilization and Recovery

Operational Time Frames

Operation upon receipt of request	Timeframe
Contact or query potential volunteers	Within 12 hours of initial contact
Identify willing volunteers	Typically, within 14 hours of initial contact, no more than 24 hours from initial contact
Provide the requester with a list of willing volunteers.	Within 24 hours of initial contact

Additional Considerations

Activating ESAR-VHP may include the following:

- Coordination among Emergency Support Function 8 (ESF #8) Health and Medical partners,
- Technical assistance in identifying emergency authorizations and volunteer protections,
- Supporting volunteer recruitment and credential verification,
- Supporting the spontaneous volunteer process,
- Technical support and training for volunteers, volunteer coordinators and requesting entities,
- Program liaison support among state ESAR-VHP programs, SEOC, local volunteer coordinators and volunteers.

Roles & Responsibilities

Federal	<ul style="list-style-type: none"> • U.S. Health and Human Services (DHHS) Assistant Secretary for Preparedness and Response (ASPR) is the primary agency for Federal ESAR-VHP response activities. ASPR is responsible for assisting in the coordination of the provision of appropriate medical personnel, equipment, and provision of health care services in federally lead ESAR-VHP operations. • This role will become active only if requested by an authorized state representative or upon HHS/ASPR’s reasonable assessment that Kansas does not have the necessary medical resources to respond to such events. • ASPR will notify Kansas to convene a meeting to discuss medical assistance. • ASPR may use the National Disaster Medical System (NDMS), Public Health Service Corps, Division of Civilian Volunteers, State ESAR- VHP programs or other DHHS Operating Division resources to perform these tasks including MRCs and FEMA Citizen Corps.
SEOC	<ul style="list-style-type: none"> • ESF #8 and ESF #6 leads to provide situational awareness and coordination with the KDHE

KDHE ESF 8	<ul style="list-style-type: none"> • Provide situational awareness and coordinate with SEOC. • Coordinate with KS MRC Program Manager on resource requests
KS MRC Program Manager	<ul style="list-style-type: none"> • Coordinate ESAR-VHP implementation and assistance at state level, and as needed with federal requests. • Provide credential verification for registered volunteers. • Maintain 24/7 accessibility to state registration system. Provide advance coordination and communication with health volunteers, volunteer entities and public health partners. • Provide technical assistance, guidance, and resources to support effective use and movement of volunteers throughout ESAR-VHP activation and deployment. • Process volunteer requests within 24 hours of receiving SEOC authorization. • Share situational awareness regarding volunteer capability, capacity, and triggers potentially leading to requests for volunteers and support integration of local volunteer systems and plans. • Ensure volunteer personal data for any volunteers received other states or federal system is destroyed within 90-days when the information is no longer needed.
Local Emergency Management and County or Tribal Health	<ul style="list-style-type: none"> • Facilitate local volunteer requests following state processes. • Follow the proper volunteer request process to cover liability issues. • Support local integration, communication, mobilization and demobilization of volunteers. • Align strategies and protocols for health volunteer coordination with Kansas Medical Reserve Corps Program manager. • Ensure volunteer personal data is destroyed within 90-days when the information is no longer needed.
Kansas Hospital Association (KHA)	<ul style="list-style-type: none"> • Assist with facilitation and coordination of volunteer requests from hospitals. • Support local integration, communication, mobilization, and demobilization of volunteers.
Hospitals	<ul style="list-style-type: none"> • Work with local public health to align strategies and protocols for health volunteer coordination. • Ensure volunteer personal data is destroyed within 90 days when the information is no longer needed.
Local MRC	<ul style="list-style-type: none"> • Coordinate plans and systems with local health departments and county emergency managers.

<p>Requesting or Receiving Entities</p>	<ul style="list-style-type: none"> • Follow the proper volunteer request process. • Assume all responsibility of volunteers to include, but not limited to liability protections, training, credential verification, transportation, feeding, tracking movement, monitoring well-being. • Provide advance communication, coordination regarding ESAR-VHP activations, relevant systems and protocols involving interstate sending or receiving of Kansas volunteers. • Share relevant awareness regarding volunteer capability, capacity, and triggers potentially leading to requests for volunteers. • Establish communication systems to maintain effective monitoring of volunteer use and movement. • Ensure volunteer personal data is destroyed within 90-days. • Maintain volunteer code of conduct as established by requesting entity. • Clearly understand legal considerations, just in time training, emergency response trainings and volunteer roles and responsibilities.
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Phase I – Preparation

Recruiting

KDHE has provided a list of public health priority professions that are necessary and often in short supply during a public health emergency and included in the credentialing platform (see **Appendix A – SERV-KS Credentialed Public Health Professions**). KDHE will make efforts to continually recruit these specialized professions through conference exhibits, newsletters of affiliate organizations, presentations to organizations and academic institutions, and advertising, as allowable by grant funding and as needed. Many partner agencies and organizations promote the SERV-KS platform and link to it from their websites.

Credential Verification

Overview of Emergency Credentialing Standards

Emergency credentialing standards establish common personnel resource definitions that assist in the efficient ordering and dispatching of personnel during an incident and to ensure that requesting authorities receive the personnel needed during an emergency or disaster. A limited set of credentials are used under these standards.

Credentials are a health volunteer’s qualifications and will be used within the SERV-KS platform to determine a health professional’s credential level. According to the Joint Commission, credentials are the documented evidence of licensure, education, training experience, or other qualifications.

Credentialing is the process of obtaining, verifying, and assessing the qualifications of a health care professional to provide patient care, treatment and services in or for a health care organization.

ESAR-VHP Credentialing Levels

The Emergency System for Advance Registration of Volunteer Health Professionals (ESAR-VHP) is a federal program created to support states and territories in establishing standardized volunteer registration programs for disasters and public health and medical emergencies.

The program, administered on the state level, verifies health professionals' identification and credentials so that they can respond more quickly when disaster strikes. By registering through the state ESAR-VHP platform (SERV-KS), volunteer's professional medical license information can be verified in advance, saving valuable time in emergency situations.

Level 1	Identifies volunteers who are clinically active in a hospital, either as an employee or by having hospital privileges.
Level 2	Identifies volunteers who are clinically active in a wide variety of settings, such as clinics, nursing homes and shelters.
Level 3	Identifies volunteers who meet the basic qualifications necessary to practice in the state in which they are registered.
Level 4	Identifies volunteers who have healthcare experience or education that would be useful for assisting clinicians and providing basic healthcare not controlled by the scope of practice laws (may include health professions students or retired health professionals who no longer hold a license).

KDHE Credentialing Standards for SERV-KS

KDHE will perform credentialing for levels 3 and 4, via the SERV-KS system, in collaboration with various state agencies and state/national databases which can verify licensure information.

Volunteers who complete the license data fields in SERV-KS will be made level 4 according to the ESAR-VHP program. Receiving entities should obtain proof of prior experience as related to the mission needs. Level 4 volunteers do not carry an active medical license that can be verified by the platform.

Those volunteers for whom credentials can be validated by the SERV-KS platform and its connections to professional licensing agencies will be designated as level 3.

Receiving entities will be responsible for verifying volunteer information related to levels 1 and 2. SERV-KS will not be used to designate these levels, at this time, as this data can not be automated and provided to the platform in real-time to ensure accuracy.

The license validation and ESAR-VHP credential level information in SERV-KS is provided to the Kansas Division of Emergency Management via API connection to the Salamander system, CRMCS.

It is the responsibility of the requesting or receiving entity to ensure the validity of credentials for all volunteers.

A credentialing contact list of participating licensing agencies can be referenced in **Appendix B**.

Training

It is important for volunteers to receive emergency preparedness education and training in disaster response. Multiple courses in disaster training for volunteers are available and recommended to prepare volunteers for their assigned responsibilities. It is up to the requesting/receiving entity to provide necessary training to their volunteers. Lay volunteers in the SERV-KS platform do not have training requirements. The SERV-KS platform currently connects to the KS-TRAIN learning system and has capacity to verify completed KS-TRAIN courses should this capability be needed.

Terms and Conditions

Each individual registering with ESAR-VHP is required to read and accept the Terms and Conditions referenced in Appendix C. By accepting the statement, volunteers agree that they are solely responsible for the information they provided on the application. Volunteers agree to provide complete accurate and non-misleading information in all areas of the SERV-KS website and update such information to maintain its accuracy and completeness. At any time, volunteers may update information regarding their information profile on the website.

Once the volunteer has accepted the Terms and Conditions and completed the Registration portion of the volunteer platform, a confirmation will be sent to them by e-mail. They can then access their profile online by using the username and password created during the registration process.

Emergency Recruitment

Situations may arise which require coordinated efforts beyond the day-to-day recruitment or if there is a need for a rapid build-up of volunteers is necessary. Emergency recruitment protocols will be coordinated between the KS MRC Program Manager and the KDHE Public Information Officer to direct the public and public health partners to the SERV-KS website, encouraging registration or updating of registry information.

Failsafe and Redundancy

User Database Export report is regularly saved and stored on an encrypted non-network storage device with the platform vendor, Midwest Business Technology LLC, and saved to the KDHE internal shared Z drive. Using this offline database, communication and notification to volunteers could resume using email or telephone in the event of system outage.

In the event of a system outage or issues with access to SERV-KS, medical licenses can be validated online via the websites listed in Appendix B - Credentialing Contact List.

Phase II – Request Process

Volunteer Requesting Process

SERV-KS can be utilized to assist with local requests for volunteer support in the event of a declared emergency, through the state resource request process. Every effort must first be made to first fill volunteer requests through mutual aid with neighboring counties (e.g., local MRCs).

The volunteer request form is the vital link to requesting volunteers from county, tribal, state and federal entities and from which volunteers will be assigned to response activities. The form can be requested directly from the County Emergency Manager.

The requesting entity sends the completed resource request form to the county Emergency Manager. If the request cannot be fulfilled at the local level and an emergency declaration has been issued at the local level and/or beyond, the request can be submitted to the SEOC. The SEOC will forward relevant requests to KDHE's ESF 8 Coordinator. If the request can potentially be fulfilled by the SERV-KS system, the ESF 8 Coordinator will submit the request to the KS MRC Program Manager.

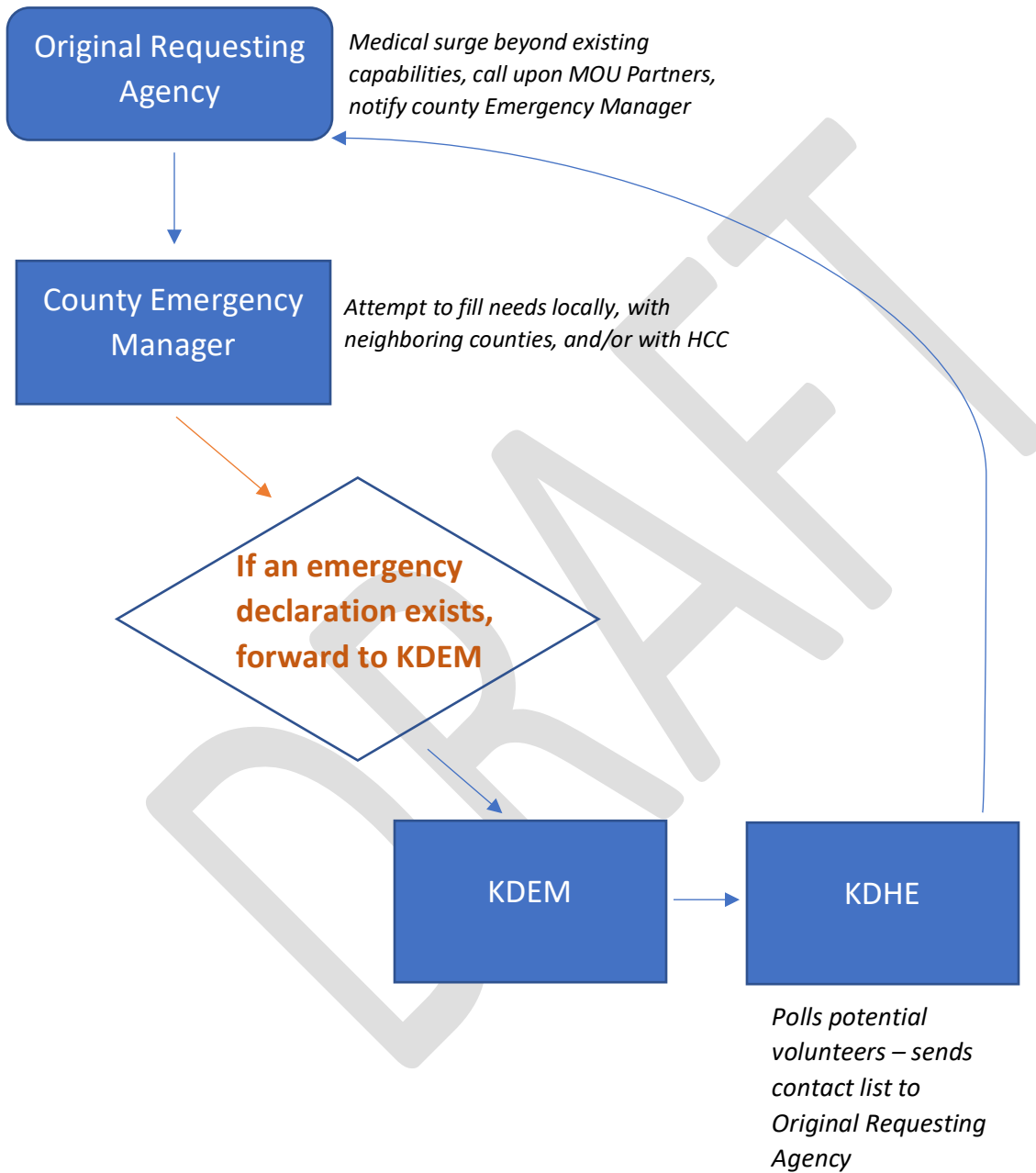
The SERV-KS system will be utilized to notify potential volunteers and request response from those willing to assist the requesting agency. A contact list of the potential volunteer responders will be shared with the requesting entity to include any medical credentials shared with SERV-KS.

The requesting entity (federal, state, or local authority) is responsible for all aspects of the volunteer deployment, to include:

- volunteer screening/selection
- volunteer support such as food and lodging to the extent possible
- assigning volunteer roles and related training
- liability coverage
- financial costs associated with the deployment of volunteers.

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Volunteer Requesting Process - Graphic



Phase III – Mobilization

Pre-Mobilization Considerations

The ESF8 Coordinator will serve as the main point of contact at the collection of volunteer request forms. Following the review and consolidation of requests, approved requests are sent to the KDHE Preparedness Program to contact volunteers to determine their availability to deploy.

Activation

In the event of a public health emergency in Kansas, the SERV-KS Admin will notify volunteers via the SERV-KS email/text contact process. Notification will include all available information provided from the requesting agency, such as the nature of the emergency; sleeping, eating and travel arrangements; and expectations of the length of deployment and hours of operation.

The time span given for the volunteers to respond to the request will vary by severity of the situation but, usually within 2 hours. The notifications will include a feature to collect volunteer response. Volunteers who have responded in the affirmative will be compiled into a spreadsheet that is then sent to the requesting/receiving entity. The spreadsheet will contain contact information, medical license information and the most recently verified credential level. The requesting/receiving agency is encouraged to do a final credential verification prior to volunteer deployment, background checks and other verification processes required by the requesting entity or county. Volunteers utilized by the requesting/receiving agency become volunteers of that agency and the agency may make efforts to retain the volunteers. The lay volunteers in SERV-KS are not affiliated with any sponsoring agency.

The system has the ability to notify specific groups of volunteers based on criteria such as type of medical license and/or county of residence.

Phase IV – Tracking Volunteer Use and Movement

Tracking and Movement

During deployment, volunteer tracking is the sole responsibility of the requesting entity or their designee.

Phase V – Demobilization and Recovery

Volunteer demobilization and recovery are functions of the requesting/receiving entity. KDHE and ESF #8 partners involved in activation of volunteers may participate in an event “hot wash” (typically seven days following close of event). Additionally, KDHE will be available to participate in after action reporting and incorporate lessons learned within improvement process planning.

Plan Maintenance

Review and maintenance of this plan shall occur annually, incorporating the use of the Public Health Emergency Preparedness Program and Hospital Preparedness Program Capabilities, exercise outcomes, lessons-learned, and ongoing best practice planning. KDHE, in partnership with key stakeholders, will review, update, edit, and maintain this plan as needed. Changes to this plan will be made available to county, tribal, state volunteer health professionals, and emergency response partners. Improvement planning is integrated into the KDHE annual exercise and evaluation program. Exercises are Homeland Security Exercise and Evaluation Program (HSEEP) compliant.

Appendix A - SERV-KS Credentialed Public Health Professions

This is a list of the medical professions currently validated for SERV-KS registrants:

Acupuncturist
Chiropractic Doctor
Dentists
EMS Professional AEMT
EMS Professional EMR
EMS Professional EMT
EMS Professional Paramedic
Licensed Clinical Marriage and Family Therapist
Licensed Clinical Professional Counselor
Licensed Clinical Psychotherapist
Licensed Marriage and Family Therapist
Licensed Masters Level Psychologist
Licensed Professional Counselor
Licensed Specialist Clinical Social Worker
Licensed Psychologist
Nurse - APRN CNM
Nurse - APRM CNP
Nurse - APRN CNS
Nurse - APRN CRNA
Nurse - Licensed practical nurse (LPN)
Nurse - Registered Nurse (RN)
Other Public Health Medical
Pharmacists
Physician
Physician Assistant (PA)
Psychiatrist
Respiratory Therapist
Veterinarians
Veterinary Technician

Appendix B - Credentialing Contact List

Agency	License expiration schedule	Manual look up
Nursys.com	varies	nursys.com
Board of EMS	31-Dec	kemsis.org/lms/public/portal#/lookup/user
Kansas State Board of Healing Arts	varies	ksbha.org/searchforlicensee.shtml
Kansas Behavioral Sciences Regulatory Board	varies	licensing.ks.gov/Verification_BSRB/Search.aspx
Kansas Board of Veterinary Examiners	Vet Licenses 6/30 Veterinary Techs 4/30	kbve.kansas.gov/licensee-information/
Kansas Board of Pharmacy	Pharmacist 6/30 Pharmacy tech 10/31	ksbop.elicensesoftware.com/portal.aspx

Appendix C - SERV-KS Registrant, Terms & Conditions

All SERV-KS registrants must agree to the Terms & Conditions located within the SERV-KS platform and accessible here: servks.org/terms_conditions.php. Subject to change.

Terms and Conditions for SERV-KS Volunteer Management System

Introduction

These Terms and Conditions written on this webpage shall manage your use of our website, SERV-KS accessible at <https://servks.org>

These Terms will be applied fully and affect to your use of this Website. By using this Website, you agreed to accept all terms and conditions written in here. You must not use this Website if you disagree with any of these Website Standard Terms and Conditions.

Minors or people below 18 years old are not allowed to use this Website.

Intellectual Property Rights

Other than the content you own, under these Terms, Midwest Business Technology, LLC and/or its licensors own all the intellectual property rights and materials contained in this Website.

You are granted limited license only for purposes of viewing the material contained on this Website.

Restrictions

You are specifically restricted from all of the following:

- Minors or people below 18 years old are not allowed to use this Website.
- Publishing any Website material in any other media;
- selling, sublicensing and/or otherwise commercializing any Website material;
- publicly performing and/or showing any Website material;
- using this Website in any way that is or may be damaging to this Website;
- using this Website in any way that impacts user access to this Website;
- using this Website contrary to applicable laws and regulations, or in any way may cause harm to the Website, or to any person or business entity;
- engaging in any data mining, data harvesting, data extracting or any other similar activity in relation to this Website;
- using this Website to engage in any advertising or marketing.

Certain areas of this Website are restricted from being access by you and Midwest Business Technology, LLC may further restrict access by you to any areas of this Website, at any time, in absolute discretion. Any user ID and password you may have for this Website are confidential and you must maintain confidentiality as well.

Your Content

In these Website Standard Terms and Conditions, "Your Content" shall mean any audio, video text, images, or other material you choose to display on this Website.

Your Content must be your own and must not be invading any third-party's rights. Midwest Business Technology, LLC reserves the right to remove any of Your Content from this Website at any time without notice.

Your Privacy

“By use of this website, you agree, understand, and acknowledge that any contact and/or professional licensing information inputted by you will be disseminated to third parties at the discretion of KDHE in order to verify licensure and to inform local entities of your enrollment as a volunteer and your availability to serve. You expressly consent to KDHE’s dissemination of such information to third parties. You expressly waive, discharge, and release KDHE of any liability that may arise out of KDHE’s dissemination of your information to third parties.”

No Warranties

This Website is provided "as is," with all faults, and Midwest Business Technology, LLC express no representations or warranties, of any kind related to this Website or the materials contained on this Website. Also, nothing contained on this Website shall be interpreted as advising you.

Limitation of Liability

In no event shall Midwest Business Technology, LLC, nor any of its officers, directors and employees, shall be held liable for anything arising out of or in any way connected with your use of this Website whether such liability is under contract. Midwest Business Technology, LLC, including its officers, directors and employees shall not be held liable for any indirect, consequential or special liability arising out of or in any way related to your use of this Website.

Indemnification

You hereby indemnify to the fullest extent Midwest Business Technology, LLC from and against any and/or all liabilities, costs, demands, causes of action, damages and expenses arising in any way related to your breach of any of the provisions of these Terms.

Severability

If any provision of these Terms is found to be invalid under any applicable law, such provisions shall be deleted without affecting the remaining provisions herein.

Variation of Terms

Midwest Business Technology, LLC is permitted to revise these Terms at any time as it sees fit, and by using this Website you are expected to review these Terms on a regular basis.

Assignment

The Midwest Business Technology, LLC is allowed to assign, transfer, and subcontract its rights and/or obligations under these Terms without any notification. However, you are not allowed to assign, transfer, or subcontract any of your rights and/or obligations under these Terms.

Entire Agreement

These Terms constitute the entire agreement between Midwest Business Technology, LLC and you in relation to your use of this Website and supersede all prior agreements and understandings.

Governing Law & Jurisdiction

These Terms will be governed by and interpreted in accordance with the laws of the State of us, and you submit to the non-exclusive jurisdiction of the state and federal courts located in us for the resolution of any disputes.

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