



Birth Doula/Client Hiring Agreement

Client name:		Due date:	
Client ID:		Agreement sign date:	
Doula:		Funding:	Self Scholarship

SECTION I: OVERVIEW OF SERVICES

Doulas are non-clinical birth workers. Doulas draw upon knowledge and experience to provide emotional support and physical comfort during pregnancy, labor, and early postpartum. We also want to ensure you have the knowledge and clarity you need to make informed decisions about the health and wellbeing of you and your baby.

We are independently self-employed members of Rootlead’s Red Birth Green Doula Collective. As your support team, we work for you - not your hospital, doctor, midwife, or clinic. This distinction ensures our commitment to your wellbeing, values and priorities.

RBG Doulas do not perform clinical tasks such as blood pressures, fetal assessments, vaginal exams, et cetera. We do not make decisions for you or your partner.

Your birth doula will:

- Be available by phone, text, or email to answer questions or concerns, from the signing of this contract until you are connected with Rootlead’s Village
- Meet with you at least twice before your baby arrives to:
 - Explore your knowledge, values, and priorities surrounding your pregnancy and birth
 - Identify your learning needs so you can make informed choices about your care
 - Learn about your best ways of coping with pain and fatigue
 - Discuss how you and your support team foresee working together in new family roles
 - Review your plans for postpartum and basic newborn care
 - Discuss when to call us to meet you during labor
 - Talk over what you can expect when we arrive at the birth location
- Accompany you to the birth location of your choice when you think you are in labor or for scheduled interventions
 - Be on-call for you 24/7 beginning at 38 weeks until the time of birth
 - Provide reassurance and perspective to you and your support team
 - Suggest activities and positions that can help with labor progression, comfort, relaxation, and coping
 - Encourage you to use your birth and postpartum plan as a touchstone for decision making, and honor any adjustments that need to be made in the moment
 - Stay for 1-2 hours after your child is born to ensure your baby latches well and you are adjusting to your postpartum time appropriately

- Cesarean birth: If you want your doula to accompany you to the operating room, you must inquire with the nursing staff at the hospital. If the hospital staff restricts doulas to stay outside of the operating room, your doula will meet you in the recovery area or in your postpartum room to provide emotional and feeding support after the birth.
- Meet with you at least twice after birth to
 - Review your birth experience with you, if desired
 - Check on your mood and how you are adapting to new family roles
 - Check in on breast/chest feeding and other infant care
 - Refer you to community resources as necessary for issues outside of our scope
 - Connect you with Rootead's Village of continuous support throughout the first year postpartum

During birth doula care, client responsibilities include:

- Seeking routine clinical pregnancy care with a midwife or physician of your choice
- Informing your midwife or physician that you've hired a birth doula
- Asking questions to gather information to make informed decisions
- Notifying your doula if you experience an complications or have an increased need for resources
- Calling your doula when you think you are in labor, even if you do not think you need support yet (Understand that it may take 30-60 minutes for your doula to reach you!)
- Respond to your doula when they attempt to connect with you
- **If you are dissatisfied with your doula service in any way, please contact:**
 - **RBG Doula Coordinator, Erica Dixon, at erica@rootead.org**
 - **Rootead's Director of Birth Justice, Vanessa Moon, at vanessa@rootead.org**

SECTION II: PAYMENT DETAILS

The value of Rootead RBG Birth Doula services is \$1200. A nonrefundable deposit of \$100 is due at the time of signing this contract. Scholarships and payment plans are available. Final payment should be completed by 38 weeks gestation. Payments can be made by cash, check, or via the Ways to Pay link on rootead.org.

I will need a scholarship: Yes No Initials: _____

- In lieu of deposit, we ask scholarship applicants to write one paragraph describing how a doula can support their specific individual and family needs.

Unforeseen circumstances:

- If you go into labor before 38 weeks, or if you are admitted to the hospital before your due date, **please still call us.** We will make every effort to attend your birth; however our availability cannot be guaranteed prior to 38 weeks.
- In the event your doula is unable to attend your birth due to reasons beyond our control, we will make every attempt to send another RBG Doula in their place if you so choose.
- If your doula and/or their back-up is unable to attend your birth, and this is due to our error, there will be no charge for our services and Rootead will refund 50% of fees paid.
- If we are not called to attend your birth, the fees will not be refunded, as we may have turned away other clients for your space to be reserved.
- If you choose to cancel our services before 38 weeks, 75% of fees paid will be refunded. For cancellations after 38 weeks, we will not issue refunds.
- If you have a Cesarean birth, whether scheduled or unplanned, all fees remain the same.

SECTION III: Confidentiality, Consent, Hold Harmless agreement

Client confidentiality is one of our top priorities. We will not share your personal information with any entity for any reason without your explicit consent, with an exception for emergency medical care. We do ask your permission to discuss details of your birth plan and/or medical history when working with your care team (such as with the nurses, midwives, or doctors) so that we can serve you best.

- **Initials:** _____

Consent to use client feedback and photos:

- I give Rootead and Red Birth Green permission to publicly share my feedback and testimonials.
 - **YES NO Initials:** _____
- I give Rootead and Red Birth Green permission to share photos of my family on social media.
 - **YES NO Initials:** _____
- I give Rootead and Red Birth Green permission to share my posts, including personal photographs, if I tag @Rootead or @Redbirthgreen on social media.
 - **YES NO Initials:** _____
- I want Rootead and Red Birth Green to use my feedback **anonymously** on social media.
 - **YES NO Initials:** _____

Hold Harmless Agreement:

The birth worker service client will indemnify and hold the doula, and Red Birth Green/Rootead harmless from and against any and all liabilities, including personal injury, death, or property damage, if any of them may incur as a result of any action or failure to act by the doula or organization or arising out of this Agreement or the subject matter thereof. The doula shall only be liable to the client for their gross negligence or intentional misconduct. Client assumes all other liabilities relating to or arising from this Agreement or the subject matter hereof, including without limitation any investigation or failure to investigate the doula and her qualifications and limitations of services provided.

- **Initials:** _____

I have read this letter of agreement describing birth doula services with Rootead's Red Birth Green Doula Collective and agree to the terms within.

Client signature and date:	
Client printed name:	
Birth Doula signature and date:	
Birth Doula printed name:	
RBG/Rootead admin signature and date:	
RBG/Rootead admin printed name:	