

AREA SENIORS, INC. COMMUNITY CENTER & PARK VOLUNTEER POLICY

Volunteering for Area Seniors, Inc. can be a rewarding and exciting experience. Volunteer time, energy and goodwill are invaluable assets because volunteerism enhances the organizations ability to fulfill its mission by providing opportunities for participation in services for the senior community. Volunteerism strengthens and deepens the relationships the organization has throughout the community. Volunteer opportunities offer citizens a way to contribute to the community wellbeing, fulfill personal goals, achieve a sense of satisfaction and learn about Area Seniors, Inc.

Based on Fair Labor Standards, volunteers supplement the work of the contract service individual. Volunteers will not be used to replace the work done by said individual.

The board supports the effective utilization of volunteer time and talent as a way to:

- Add services of value to new and existing programs
- Promote awareness of program and services of Area Seniors, Inc.
- Increase involvement and support of the organization by the public.
- Promote engagement by Area Seniors, Inc. with local businesses.

Volunteers shall be recruited without regard to any individual's age, race, creed, color, national origin, religion, marital status, sexual orientation, gender, physical appearance, socioeconomic level, education level or any other legally protected characteristic.

Volunteers under the age of eighteen (18) must have parental approval and cannot work more than four (4) hours per day. Youth volunteers may not work without direct supervision by an adult volunteer who has successfully completed the volunteer application process.

Volunteers are expected to conduct themselves appropriately and must adhere to the policies and practices established regarding work schedule, attendance, conduct, performance, safety procedures, proper attire, etc. Volunteers can be released from volunteer duties at any time by 2/3 vote of the board of directors. The bylaws will be adhered to concerning all members in good standing with Area Seniors, Inc. (Bylaws Article II Membership Section 1, 2 and 3)

Area Seniors, Inc. does not provide any medical, health, accident or worker's compensation benefits for any volunteer.

To encourage volunteerism and to ensure a positive experience, Area Seniors, Inc. will:

- Ensure that all volunteers serve in positions that reflect their skills and interests.
- Where necessary provide orientation and training to perform their duties.
- Show appreciation for work performed.

New Individuals interested in volunteering for Area Seniors, Inc. must fill out an application.

Adopted: 10/10/2018