

## **City of Troy VOLUNTEER POLICY**

A "volunteer" is anyone, who without compensation assists with a City function or program. A "volunteer" must be officially designated by the City prior to serving as a volunteer. Volunteers shall not be considered employees or agents of the City of Troy.

### **Purpose of Volunteer Policies**

The purpose of these policies is to provide overall guidance, structure and direction to staff and volunteers throughout the volunteer experience.

These policies do not constitute, either implicitly or explicitly, a binding contractual or personnel agreement. The City of Troy reserves the right to change any of these policies at any time and to expect adherence to the changed policy.

### **Safety and Welfare of Volunteers**

Safety and welfare of volunteers is paramount. Accepted standards of behavior will be outlined prior to the performance of volunteer tasks/assignments. In the event of an injury, appropriate first aid is administered and if needed emergency services are contacted. The supervisor immediately completes an accident report and submit a copy to the Human Resource Director. All minors are to be directly supervised by an adult. Volunteers are strictly prohibited from operating any power tools and no volunteer shall drive any City vehicle.

### **Screening of Volunteers**

All Volunteers shall undergo criminal background checks when background checks are available based on the age of the volunteer. Volunteers who refuse permission to conduct these checks will not be accepted as a volunteer.

### **Work Site**

City staff shall establish an appropriate worksite for all volunteers. This worksite shall contain necessary facilities, equipment, and space to enable the volunteer to effectively and comfortably perform his or her duties. Volunteer work sites are subject to the same safety requirements as are all City work sites. No volunteer shall be placed in an area which is inherently dangerous or hazardous.

### **Dress Code**

Volunteers, like staff, are responsible for presenting a good image to the community. Volunteers shall dress appropriately for the conditions and performance of their duties. Volunteers are to be identified as such through wearing nametags or other methods provided by the City.

## **Right to Reject Services/Termination**

The City reserves the right to limit the use of volunteers, adjust the hours of any volunteer or to reject services as it, in its sole discretion, deems fit, in order to best achieve its public purpose and policy. No employment of any other contractual right is created by these policies. Participation in any volunteer position of the City shall be open to any individual and no individual shall be discriminated against based upon race, color, religion, age, sex, national origin or physical, mental or sensory handicap, or on the basis of any other characteristic protected by law. The services of a volunteer may be terminated by the City with or without cause at any time.

## **Placement**

Department Heads shall make placement of the volunteer; however, the Mayor must first approve the placement and the Human Resource Director must be notified, prior to the volunteer providing any volunteer services. Under no circumstances shall a volunteer be placed in any inherently hazardous or dangerous areas and further, only the following departments of the City may accept volunteers for placement: Purely administrative areas of any Department; Parks and Recreation

## **Supervision of Volunteers**

Each volunteer must have a clearly identified supervisor who is responsible for direct management of that volunteer. This supervisor may be a staff person. This supervisor shall be responsible for day-to-day management and guidance of the work of the volunteer and shall be available to the volunteer for consultation and assistance. Under no circumstances shall the volunteer act in any supervisory role for the City.

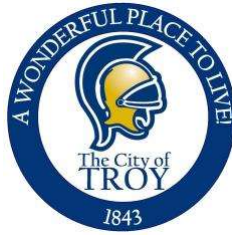
## **Access to City Property and Materials**

As appropriate, volunteers shall have access to City property and materials necessary to fulfill their volunteer duties on a need to know/use basis, but in no event shall a volunteer have access to confidential records and materials without the express permission of the department head.

## **Minors as Volunteers**

Minors who are at least 16 years old or older shall be eligible to serve as volunteers. Any volunteer under the age of 19 years old shall be required to provide the City with a "Minor Volunteer Permission Form," attached hereto, executed by the minor and the said minor's custodial parent or legal guardian giving the volunteer permission to volunteer for the City. Otherwise, all volunteers who are at least 19 years old and older shall be required to provide the City with the form attached hereto as to "Adult Volunteers with the City of Troy."

***Forms are attached.***



**City of Troy**  
**MINOR VOLUNTEER PERMISSION FORM**

Volunteer Name: \_\_\_\_\_

Custodial Parent or Legal Guardian Name: \_\_\_\_\_

Volunteer Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Volunteer Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Volunteer Date of Birth: \_\_\_\_\_ Volunteer Social Security Number: \_\_\_\_\_

Current Employer/School: City of Troy Position: Softball

Please tell us in which areas you are interested in volunteering:

\_\_\_\_\_

Please check days available:  Mon  Tues  Wed  Thurs  Fri  Sat

Times available: From \_\_\_\_\_ to \_\_\_\_\_.

Emergency Contact Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Address \_\_\_\_\_

As a volunteer I agree to abide by the policies and procedures for volunteers. I understand that I will be volunteering at my own risk and that neither the City, its employees and affiliates, cannot assume any responsibility for any liability for any accident, injury or health problem which may arise from any volunteer work I perform for the City. I agree that all the work I do is on a volunteer basis and I am not eligible to receive any monetary payment or reward. I understand I am not a City employee or agent and that my services as a volunteer may be terminated at any time with or without cause. I understand and specifically consent to the City performing any criminal background check of myself at any time while I am serving as a volunteer. The Custodial Parent or Legal Guardian is signed below to specifically acknowledge and consent to my child/ward volunteering with the City of Troy and does release and hold harmless the City, its agents and employees, from any and all liability related in any manner to allowing my child to volunteer and those volunteer services.

Signature of Minor Volunteer: \_\_\_\_\_

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

Signature of Custodial Parent or Legal Guardian: \_\_\_\_\_

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

Signature of Supervisor: \_\_\_\_\_

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