

Monadnock Humane Society

Volunteer Eligibility Policy

Effective 6/30/22

The MHS Staff and Board of Directors appreciate the many volunteers of MHS and we value their hard work and endless dedication. MHS could not succeed without them.

Purpose: This policy is designed to address certain key volunteer eligibility criteria which are in place for the protection of the animals, the staff and volunteers, and for the overall good of MHS.

Effective Date: These Guidelines shall become effective on January 1, 2010. Amended and Board approved on June 30, 2022.

Volunteer Definition: "Volunteer" means any individual performing services for MHS who does not receive compensation, other than reimbursement for approved expenses actually incurred for such services.

General Volunteer Requirements: In order to be eligible to volunteer, you must:

- a) Be at least 14 years of age
- b) If between the ages of 14 and 15, have a NH Youth Working Certificate and have a parent or legal guardian accompany you while you volunteer.
- c) If age 16 or 17, MHS must have a volunteer waiver signed by a parent or legal guardian
- d) Attend a volunteer orientation session. (In addition, volunteers may be required to attend additional training sessions prior to being eligible to perform specific duties – for example, safe dog handling classes)
- e) Sign the standard Volunteer Waiver of Liability

Circumstances That Render an Individual Ineligible to Volunteer or be terminated:

- a) A Registered Sex Offender
- b) Anyone who has been reported to MHS as involved in an Animal Cruelty Investigation of neglect or abuse or unauthorized removal of animals from another person's property.
- c) Anyone who has been the subject of an Animal Cruelty Investigation with a negative outcome.
- d) Anyone who is currently under investigation for Animal Cruelty, neglect, abuse or the unauthorized removal of animals from another person's property
- e) Anyone who has knowingly lied to an MHS representative in an animal surrender circumstance, on adoption applications or through other means of communication with a volunteer, Board Member or staff member.
- f) Anyone who has participated in abusing, verbally or physically, the animals housed at MHS or in foster care.

- g) Stealing from MHS or from staff, other volunteers or the general public.
- h) Lying to the staff or volunteer coordinator about issues regarding the animals, volunteer activities or anything relevant to the workings of MHS.
- i) A pattern of failing to appear for scheduled shifts and failing to call in, as determined by the Volunteer Coordinator.
- j) A demonstrated lack of ability to get along with fellow volunteers or staff members.
- k) Demonstrating a pattern of not following the rules laid out in your training.
- l) Swearing, violent behavior or any inappropriate behavior during volunteer work, on site or off site.
- m) Engaging in any verified behavior that directly negatively impacts MHS or its reputation.
- n) Having a conflict of interest in regards to competing fundraising markets (for fundraising volunteers only).

Other Circumstances Not Specifically Covered by this Policy: If any issues arise that are not specifically addressed in this policy, volunteer eligibility will be determined by the MHS Volunteer Coordinator.

Revised: June, 2022