

Policy Regarding Volunteering Minors

Minors, under the age of 18, can volunteer at Willis Dady Homeless Services provided that the work does not pose a threat to their health or safety or violate Federal or State child labor laws or the policies of Willis Dady. A parent or legal guardian must give written consent by signing the Liability and Photo Release Waiver before a person under 18 years of age may volunteer.

Minors wishing to volunteer at Willis Dady must do so with their parent or guardian. Adults may apply to volunteer at Willis Dady and should include their minor's name and age in the "Why are you interested in volunteering with us?" section of the application. Minors will be expected to accompany their adult to the interview and all onboarding procedures. Minors must be accompanied by an adult at all times of their service and are not to be assigned independent tasks. There are additional restrictions to the tasks that minors can complete while volunteering.

If 14 years or older, minors may:

- Do office work, clerical work (*data entry*)
- Do cleanup work (not using chemicals that require or recommend the use of personal protective equipment) (*facility maintenance*)
- Pack and shelve goods (*donation room*)
- Serve meals (*weekend meals*)
- Basic painting (*renovation*)
- Assist with events as appropriate

Minors may not:

- Work in the reception or overnight roles
- Operate laundry machines
- Operate heavy machinery or power tools
- Use chemicals requiring personal protective equipment
- Complete tasks requiring the use of a tall ladder

Other accommodations:

- Minors volunteering over five hours must take a thirty-minute lunch break.

Active minor volunteers prior to November 2021 will be grandfathered in.