



**Community Gardening:
Volunteer Exposures in
Municipal Government**

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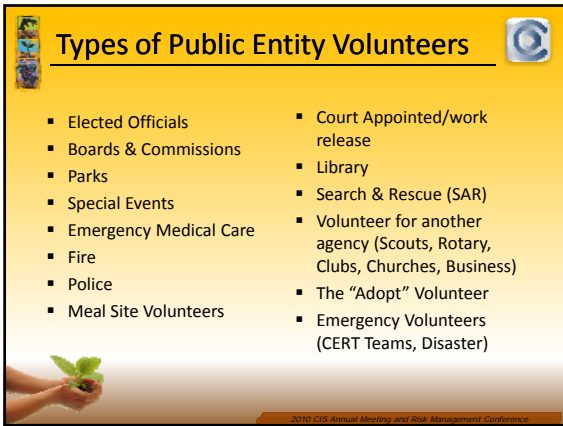


Why Have Volunteers

- Governance
- Community Involvement
- Additional Human Resources
- Reduce Expenses
- Energy, Expertise, Caring
- Support Overworked Staff
- Improve Community Relationships, Respect and Appreciation
- Special Events
- Help With Emergencies





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Types of Public Entity Volunteers

- Elected Officials
- Boards & Commissions
- Parks
- Special Events
- Emergency Medical Care
- Fire
- Police
- Meal Site Volunteers
- Court Appointed/work release
- Library
- Search & Rescue (SAR)
- Volunteer for another agency (Scouts, Rotary, Clubs, Churches, Business)
- The "Adopt" Volunteer
- Emergency Volunteers (CERT Teams, Disaster)



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What is a Volunteer

Employee vs. Volunteer


- **Employee:**
 - Is any person employed for remuneration is an employee
- **Volunteer:**
 - A person who volunteers or donates services without receiving or expecting remuneration

[ORS 657.015](#)

An employee may also act as a volunteer, if:

- Work is at the employee's initiative
- Work is outside normal or regular work hours
- The employee is performing a religious, charitable, or other community service without compensation or payment
- Employee is not performing regular job functions

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Current Employee Volunteers




Wage and Hour Issues:



- "Time spent working, for public or charitable purposes at the employer's request, or under its direction or control, or while the employee is required to be on the premises is working time..."

[OAR 839-20-046\(3\)](#)

However...

- "Time spent voluntarily in such activities outside of the employer's normal working hours is not hours worked."

[OAR 839-20-046\(3\)](#)

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Mt. Bachelor v. Employment Dept.




Court held:



- Volunteers received remuneration for their time
- The ski passes, worth \$910, constituted "wages"

Result:


- Mt. Bachelor required to pay unemployment tax on value of the ski pass





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 **Lynch vs. Town of Southhampton** 


- Ms. Lynch was a volunteer dog walker for Animal Shelter.
- Filed claims and lawsuit against City for shelter's euthanasia policy.
- Terminated and escorted out of shelter by two Enforcement Officers.
- Awarded \$251,000 for wrongful termination.





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 **Johnson vs. Town of Pembroke Park** 


- Mr. Johnson was an off-duty police officer in Broward County who was injured while trying to apprehend a suspect in the town of Pembroke Park, in the neighboring Dade County.
- Court ruled against the town saying there is an "implied" volunteer relationship and his injuries are the town's responsibility.





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 **Ward vs. Long Beach** 


- Ms. Ward was volunteer member of the beach rescue team. She resigned from the volunteer position. After an hurricane, she rode with a friend on a beach patrol vehicle and was thrown from the vehicle and injured.
- Town denied liability as she was not a volunteer. Court ruled she was and town is responsible for injuries.





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 **Sakach vs. Pittsburgh Zoo** 


- Ms. Sakach was a volunteer for the zoo. She was directed not to touch the animals without protective equipment. She brushed a dolphin without the PPE and was injured by the dolphin. The Zoo denied responsibility.
- The courts awarded her damages and held the zoo strictly liable for having a dangerous animal.





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 **Romano vs. City of Milwaukee** 


- Mr. Romano worked a six hour shift as a volunteer for a festival. Two hours after his shift he fell in a hole at the festival.
- The City tried to get the GL insurer for the festival to cover the injury since he was off his shift. The GL insurer denied under the insured vs. insured exclusion. The Court ruled against the City saying even though he was personally enjoying the festival he was still a volunteer.





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 **Mark vs. Borough of Hatboro** 


- Mr. Mark sued the Borough of Hatboro for the actions of a volunteer fire fighter when damage was done after a fire.
- Hatboro had specific language about what a volunteer could do. The court ruled the volunteer was outside the scope of responsibility and found for city.





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**Mayfield vs. City of Oakland** 


- Mr. Mayfield claimed he was terminated as a volunteer because of discrimination on the part of the City.
- The court held for the City but did note that “the opportunity to serve as a volunteer constitutes the type of governmental benefit from with being deprived triggers Constitutional scrutiny”.





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**Yeager vs. City of McGregor** 


- Mr. Yeager was a volunteer for an agency funded and approved by the City. He brought a discrimination claim against the City and a City Counselor when he was terminated as a volunteer.
- The court ruled for the City, saying that since they had no day-to-day management of the agency and no role in volunteer selection or termination they were not responsible.



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**Need to Have Volunteer Policy/Manual** 


- Volunteer Coordinator
- Selection
- Termination
- Define who is a volunteer
- Define duties (written position descriptions)
- Clarify supervision
- Define when a volunteer shift starts and stops
- Define an emergency volunteer
- Provide training – same as an employee
- Waivers



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Application/Training



- Application & Screening
 - Employment History
 - References
 - Criminal Background Consent Form
 - Drug Screening (if applicable)
 - Drivers License Check (if driving)
- Computer Use Policy
- Hazard Communication
- Anti-Discrimination & Sexual Harassment
- Driver Training (if applicable)



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What Not to Ask


- Social Security Number???
- Height and Weight
- Marital Status: Single, Engaged, Married, Separated, Divorced, Widowed
- Date of Marriage
- Number of Dependents
- Do you have any physical defects which preclude you from performing this job
- Have you received compensation for an injury
- Have you had a major illness in the past five years

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Federal Volunteer Statutory Protections

- Volunteer Protection Act of 1997:** Provides immunity from tort claims that might be filed against volunteers for nonprofits and governments. Does not protect the government.
- Uniform Emergency Volunteer Health Practitioners Act:** Provides model legislation for states to enact for promote and shield volunteer health practitioners from liability.




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HB 3021

Emergency Volunteers

- Registered with the Office of Emergency Management
- Registered with a public body
- Acknowledged in writing as a qualified emergency volunteer
- No compensation other than reimbursement for food, lodging, transportation and other expenses.
- Emergency volunteers are covered by the Oregon Tort Claims Act



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HB 3021 – Health Care Volunteers

Liability
Malpractice
Workers' Compensation

State Emergency Declaration By Governor – State takes care of liability, malpractice, and workers' compensation.

No State Declaration By Governor – Local government responsible for liability, malpractice, and workers' compensation.

Training – covered by State




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HB 3021 – Search & Rescue

Search & Rescue Volunteers

- Registered with the Office of Emergency Management
- Registered with a Sheriff Department
- A member of a search & rescue organization that is registered with the Sheriff or Office of Emergency Management.
- Acknowledged in writing as a search & rescue volunteer by the Office of Emergency Management or Sheriff Department at the scene of rescue.






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HB 3021 – Search & Rescue

Liability
County responsible for liability

Workers' Compensation
County must provide workers' compensation to search & rescue
CIS
Self-insure
Assigned Risk Pool




Workers' compensation provided by State in state declared emergency or related training.

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Volunteer Insurance Coverage

Line of Coverage	Standard Policy	CIS
General Liability	Yes (subject to "insured vs. insured" exclusion)	Yes
Auto Liability (primary under vehicle policy)	Yes	Yes
Crime (Fidelity)	No	Yes
Public Official E&O	Yes	Yes
Medical Malpractice	No	Yes
Aviation	No	No




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Injury to Volunteer

Door #1 – General Liability

Volunteer injuries covered if public entity negligent under general liability policy.

- Lowest cost
- No reporting
- Higher limits of Oregon Tort Claims Act


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Injury to Volunteer

Door #2 – Accidental Medical Insurance

Volunteer accidental injuries are covered by an accidental medical and AD&D policy.

- Subject to policy limits of \$25,000, \$50,000, or \$100,000
- Easy reporting
- Low cost -- \$2 -\$4/volunteer per year




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Injury to Volunteer

Door #3 – Workers' Compensation

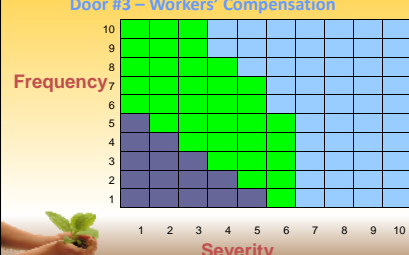
- Exclusive remedy
- Reporting requirements
- Required for Search & Rescue Volunteer
- I recommend for Fire & Police Volunteers
- Election – Board Approval (samples available from CIS)



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How to Decide Which Door

Door #1 – General Liability
Door #2 – Accidental Medical Insurance
Door #3 – Workers' Compensation





Frequency

Severity



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Questions 



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Public & Nonprofit Volunteer Handbook



SAMPLE ONLY

**A Volunteer Guide to Safety Policies & Procedures
to Support a Safety-Conscious Environment for Helping Others**

Legal disclaimer to users of this form volunteer handbook:

The materials presented herein are for general reference only. Federal, state and/or local laws, or individual circumstances, may require the addition of policies, amendment of individual policies, and/or the entire Handbook to meet specific situations. These materials are intended to be used only as guides and should not be used, adopted, or modified without the advice of legal counsel. These materials are presented, therefore, with the understanding that the Company is not engaged in rendering legal, accounting, or other professional service. If legal advice or other expert assistance is required, the services of a competent professional should be sought.

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Appreciation for your Service

Regardless of your contribution to this organization, you are making a dramatic difference in the lives of others by volunteering your time. You are a vital resource for this organization of which could not survive without the assistance and determination of community members like yourself. While partaking in this experience, you should feel a sense of giving to others and thoroughly enjoy the impact you have made on someone else's life. [C_OfficialName] understands that the joy you feel can turn to remorse in the event that you are injured or harmed while assisting our organization. As a result, we are committed to taking the appropriate precautions to ensure your safety. Thank you for your time and effort with this organization.

Commitment to Safety

[C_OfficialName] recognizes that our volunteers drive the organization. As the most critical resource, volunteers will be safeguarded through training, provision of appropriate work surroundings, and procedures that foster protection of health and safety. All work conducted by [c_officialname]'s volunteers will take into account the intent of this policy. No duty, no matter what its perceived result, will be deemed more important than volunteer health and safety.

[C_officialname] is firmly committed to the safety of our volunteers. We will do everything possible to prevent accidents and we are committed to providing a safe working environment for all volunteers.

We value our volunteers not only as volunteers but also as human beings critical to the success of their family, the local community, and [c_officialname].

Volunteers are encouraged to report any unsafe work practices or safety hazards encountered on the job. All accidents/incidents (no matter how slight) are to be immediately reported to the supervisor on duty.

A key factor in implementing this policy will be the strict compliance to all applicable federal, state, local, and Company policies and procedures. Failure to comply with these policies may result in disciplinary actions.

Respecting this, [c_officialname] will make every reasonable effort to provide a safe and healthful workplace that is free from any recognized or known potential hazards. Additionally, [c_officialname] subscribes to these principles:

1. All accidents are preventable through implementation of effective Safety and Health Control policies and programs.
2. Safety and Health controls are a major part of our work every day.
3. Accident prevention is good business. It minimizes human suffering, promotes better working conditions for everyone, holds [c_officialname] in higher regard with community members, and increases productivity. This is why [c_officialname] will comply with all safety and health regulations which apply to the course and scope of operations.
4. Management is responsible for providing the safest possible workplace for volunteers. Consequently, management of [c_officialname] is committed to allocating and providing all of the resources needed to promote and effectively implement this safety policy.
5. Volunteers are responsible for following safe work practices and company rules, and for preventing accidents and injuries. Management will establish lines of communication to solicit and receive comments, information, suggestions and assistance from volunteers where safety and health are concerned.
6. Management and supervisors of [c_officialname] will set an exemplary example with good attitudes and strong commitment to safety and health in the workplace. Toward this end, management must monitor company safety and health performance, working environment and conditions to ensure that program objectives are achieved.
7. Our safety program applies to all volunteers and persons affected or associated in any way by the scope of this organization. Everyone's goal must be to constantly improve safety awareness and to prevent accidents and injuries.

Everyone at [c_officialname] must be involved and committed to safety. This must be a team effort. Together, we can prevent accidents and injuries. Together, we can keep each other safe and healthy.

President

[Effective_date]

Risk Manager

[Effective_date]

Volunteer Risk Management Assessment

1. Volunteers' complete and application form.	Yes	No	N/A
2. Backgrounds, experience and skills are carefully reviewed to match volunteers to appropriate assignments.	Yes	No	
3. Criminal background checks are conducted on all volunteers who work with children or other vulnerable populations in unsupervised or one on one situations	Yes	No	N/A
4. Position descriptions are used for volunteer assignments.	Yes	No	
5. Position descriptions and volunteer applications have been recently reviewed by an attorney or other qualified professional.	Yes	No	
6. Volunteers are interviewed prior to being selected.	Yes	No	
7. Staffs responsible for interviewing potential volunteers are trained in proper interview techniques.	Yes	No	
8. Volunteers who drive vehicles are required to be properly licensed and their motor vehicle record has been reviewed.	Yes	No	N/A
9. Volunteers are provided appropriate training for their assignments.	Yes	No	
10. The paid staff of the organization supervise the volunteers	Yes	No	
11. Volunteers are not placed in situations in which a reasonable person would consider to be dangerous.	Yes	No	
12. Volunteers under the age of 18 if used are closely supervised and receive additional training	Yes	No	N/A
13. Informed consent forms are used that are drafted to relieve the organization from inherent risks of certain activities but that do not attempt to excuse the organization from responsibility for its own negligence	Yes	No	N/A
14. When young children are involved in an activity, parental consent forms are used.	Yes	No	N/A
15. The organization has insurance to cover the acts, errors and omissions of its volunteers; my organization understands the exceptions and limitations of its insurance coverage	Yes	No	
16. Procedures are in place to respond to an accident or other incident involving a volunteer, including medical procedures, contacting family members and completing an incident report.	Yes	No	

Volunteer Checklist

17. The risk management plan includes identify our potential risk and implantiing plans to avoid reduce and control risk.	Yes	No		
18. The federal Volunteer Protection Act and its limitations have been reviewed with volunteers.	Yes	No		
19. The state laws that address volunteers and nonprofit organization liability have been reviewed and addressed in the risk management plan	Yes	No		
20. If the organization becomes aware of, or is informed of a dangerous or potentially dangerous situation immediate action is taken even if that requires removing a volunteer from an assignment.	Yes	No		

Volunteer Risk:

Less than 3 "No" responses: Minimal risk. Keep up the good work.

3-5 "No" responses: So risk areas that should be addressed. Consider reviewing some of you policies and procedures.

6 or more "No" responses: Significant exposure to exist. Review volunteer program and implement programs

Volunteer Definition

A. Volunteer Definition: A volunteer is any person, approved by the Human Resources Department, who donates approved service to [C_OfficialName] without pay or other remuneration other than reimbursement of approved incidental expenses for those services rendered. Volunteers include:

- Persons who are in non-paid job experience or on-the-job training programs.
- Non-paid practicum students and interns.
- City employees who are approved by the Human Resources Department for volunteer service

Note: [C_OfficialName] employees may not volunteer to do the same work they normally do in their paid positions without H.R. approval.

B. Company Employees as Volunteers:

- Company employees may volunteer in other Company departments if the following criteria are met:
 - The volunteer position is with an established Company volunteer program.
 - The duties of the position are outside the employee's normal work duties.
 - No work time is used to perform the volunteer duties.
 - The volunteer duties are performed solely at the option of the employee and there is no expectation direct or implied by the Company that the employee performs the volunteer service.
 - The employee signs a waiver indicating that the decision to volunteer is entirely his or her own and no payment for the work will be rendered.

C. Emergency Volunteers:

In the event that [C_OfficialName] emergency operations and procedures have been activated, a person may be assigned to perform emergency volunteer duties authorized by [C_OfficialName]. Emergency Volunteers will work only at approved sites, and under the direction and supervision of the requesting department.

D. Who is Not a Volunteer:

- Work-release inmates.
- Community service workers.
- Anyone who has is not approved by Human Resources for volunteer service.
- Individuals under the age of 18 are not eligible for Company volunteer service unless the volunteer application is signed and approved by a parent or guardian.
- Individuals or groups that are volunteering for another agency and performing community service. For example, Boy Scouts performing services at a Company event.

Volunteer Screening Process

[C_OfficialName] has a screening process for accepting individuals as volunteers for the organization. Should you express interest in becoming a volunteer after obtaining a description of the positions available, you will be required to complete one or more of the following: a written application, an interview and a personal reference check. This process should provide you with the basic understanding of the position and the expectations that [C_OfficialName] has of its volunteers.

Notice the chart below. The left side indicates the various duties completed by volunteers in an array of positions. The top row indicates the screening requirement necessary to ensure the safety of the client [C_OfficialName] is serving. The colored X's indicate the likelihood that you will be required to complete the screening requirements based on the duties required of the position. Note: Subject to change.

POSITION SCREENING REQUIREMENT	Application	Orientation Interview	In-Depth Interview	Reference Check	Motor Vehicle Records Check	Criminal History Records Check	Drug & Alcohol Tests	Medical Tests	Home Visit
POSITION DUTY									
Unsupervised contact with a vulnerable client	3	3	3	3	2	2	2	0	2
Access to confidential client information	3	3	2	2	1	2	1	0	0
Transportation of clients	3	3	2	2	3	2	2	1	0
Handling organization's or client's funds	3	3	2	2	0	2	0	0	0
Extensive contact with client in a live-in situation	3	3	3	3	2	2	2	1	3
Physical exertion in a remote setting with children	3	3	3	3	2	3	3	3	0
Visiting at client's home	3	3	3	2	2	2	2	0	0
Supervised client contact in a group setting	3	3	2	2	0	1	0	0	0
Helping clients change clothes, bathe or other personal activities	3	3	3	2	1	2	2	0	0
Coaching youth sports	3	3	3	2	2	3	2	0	0
Delivering meals to a client's home	3	3	2	1	2	2	0	0	0

SOURCE: Corporation for National and Community Service

KEY: The likelihood the organization will require the listed information

3: Extremely Likely **2:** Probable **1:** Neutral **0:** Not Likely

Training Program

Once the screening process is complete, volunteers will go through training to prepare themselves to work with community members. The training content and length will depend on the following criteria:

- The position and the duties required
- The experience and training the volunteer has prior to becoming a volunteer
- The client's special needs
- The position and the policies outlined by the Board of Directors

At minimum, in the volunteer training session, the volunteer will be briefed on the position within the organization and the behaviors that are considered acceptable and unacceptable by [C_OfficialName]. The volunteer will receive an official welcome and the opportunity to learn more about [C_OfficialName]'s history, services and mission statement.

The volunteer will also learn the specific responsibilities of the position and any additional training for the use of equipment or tools. Finally, the volunteer will receive information on the policies of the organization and will be required to sign the Commitment to Safety Form and a Volunteer Acknowledgement Form provided in this manual. These forms serve as an official waiver in the event that the volunteer is injured while serving as a representative of [C_OfficialName].

Volunteer Safety Responsibilities

The primary responsibility of the volunteers of [c_officialname] is to perform their duties in a safe manner in order to prevent injury to themselves and others.

As a condition of your time spent with the organization, volunteers **MUST** become familiar with, observe, and obey [c_officialname]'s rules and established policies for health, safety, and preventing injuries while at work. Additionally, volunteers **MUST** learn the approved safe practices and procedures that apply to their work.

Before beginning special work or new assignments, a volunteer should review applicable and appropriate safety rules.

If a volunteer has any questions about how a task should be done safely, he or she is under instruction **NOT** to begin the task until he or she discusses the situation with a supervisor. Together, they will determine the safe way to do the job.

If, after discussing a safety situation with a supervisor, a volunteer still has questions or concerns, he or she is required to contact the Safety Coordinator.

NO VOLUNTEER IS EVER REQUIRED to perform work that he or she believes is unsafe, or that he or she thinks is likely to cause injury or a health risk to themselves or others.

General Safety Rules

Conduct

Horseplay, 'practical jokes,' etc., are forbidden. Volunteers are required to work in an injury-free manner displaying accepted levels of behavior. Conduct that places the volunteers or others at risk, or which threatens or intimidates others, is forbidden.

Drugs and Alcohol

Use and/or possession of illegal drugs or alcohol while volunteering or on volunteer time are forbidden. Reporting as a representative of the organization while under the influence of illegal drugs or alcohol is forbidden.

Housekeeping

Clean up several times throughout the day, disposing of trash and waste in approved containers, wiping up any drips/spills immediately, and putting equipment and tools away as you are finished with them.

The following areas must remain clear of obstructions:

- Aisles/exits
- Fire extinguishers and emergency equipment
- All electrical breakers, controls, and switches

Injury Reporting

related injuries must be reported to a supervisor immediately.

All volunteer-

Safety Orientation Training

The organization is committed to providing safety- and health-related orientation and training for all volunteers at all levels of the organization. The organization will maintain and support a program to educate and familiarize volunteers with safety and health procedures, rules, and safe work practices. The training subjects and materials have been developed using industry best practices criteria and site-specific data.

The training may include, but not be limited to the following:

1. Organization-specific accident and incident data.
2. Hazards associated with the work area.
3. Hazards associated with a specific job or task.
4. Operation of specific equipment.
5. Personal protective equipment.
6. Emergency procedures.
7. Volunteer accident reporting requirements.
8. Any OSHA required training not included or addressed above.

Off-Site Safety (If Applicable)

- a. Volunteers of [c_officialname] are required to follow all safety and security procedures during off-site visits.
- b. If your contact person does not advise you regarding safety hazards consider the following:
 - Emergency exit location(s);
 - Keep your eye on the path you are walking and avoid any tripping/slipping hazards. When on stairs, maintain three point contact (hand on rail and feet on stairs);
 - When visiting construction sites, eye protection, hearing protection, and hard hats are required. This equipment will be in the possession of the [c_officialname] volunteers and not provided by the site contact person.
 - Wear shoes that support your feet and are slip resistant.
 - Avoid clothing that is either constrictive or too loose; loose clothing can get caught in machinery or other equipment.

These rules are established to help you stay safe and injury free. Violation of the above rules, or conduct that does not meet minimum accepted work standards, may result in dismissal.

When working at different locations, volunteers are required to follow the above rules, as well as all location rules and procedures, and work in a manner that reflects positively on the organization.

Periodic Inspections

It is the policy of our Company that workplaces are subject to periodic safety and health inspections to ensure implementation and execution of our policies and procedures as relates to employees, volunteers, and community members.

All volunteers are responsible for cooperating during these inspections and managers and supervisors are responsible for initiating corrective actions to improve items discovered during the walk-through inspection.

Incident Reporting

Any work-related injury or suspected injury must be reported immediately to a supervisor. A form must be completed. Failure to promptly report an injury may result in dismissal.

An accident investigation will be conducted to determine the root cause of the accident. The injured volunteer will be asked to participate in the investigation.

Emergency Action Plan

General Emergency Guidelines

- Stay calm and think through your actions
- Know the emergency numbers:
 - Fire/Police/Ambulance 911
 - Internal Emergency Number (Insert Number if Applicable)
 - Page (Insert number and instructions if applicable)
 - Operator "0"
- Know where the exits are located
- In the event of any emergency, do not take elevators; use the stairs
- Do not hesitate to call or alert others if you believe that an emergency is occurring; you will not "get in trouble."
- First aid supplies and emergency equipment are located (insert location) for use by those who are authorized and properly trained

Evacuation

- Volunteers will be notified of a fire alarm either by the fire alarm system or by a paged announcement.
- Upon becoming aware of a fire alarm, volunteers should immediately evacuate the job site. Do not delay evacuation to get personal belongings or to wait for fellow volunteers. Also, all doors should be closed as the last person passes through. (Note: never use elevators during fire alarm situations.)
- Supervisors should be the last persons to leave the area. Check the job site to be sure that all personnel have evacuated.
- Any volunteers having mobility, visual, hearing, or other condition, which may hinder them from becoming aware of an emergency or evacuating, should request special assistance through a supervisor.
- Upon exiting the building, all personnel should report for a headcount.
- If any volunteer is missing, an immediate report should be made to the incident commander, who will in turn report to the first available fire department officer.
- Volunteers should stay together in a group so that periodic updates on the situation can be issued.
- The order to re-occupy a job site or building will be issued by the incident commander.
- In the event of inclement weather, the incident commander will make arrangements for all personnel to move to shelter.

Medical Emergency

- Upon discovering a medical emergency, call 911.
- Notify the supervisor and report the nature of the medical emergency and location.
- Stay with the person involved being careful not to come in contact with any bodily fluids.
- Send two persons (greeters) to the entrance to await the fire department. One person should call and hold an elevator car. Often two fire department units will arrive, so the second greeter should wait at the entrance to receive the second unit while the first greeter escorts the fire dept. personnel to the scene.

- Volunteers in the immediate vicinity of the emergency, but not directly involved, should leave the area.
- Supervisors will make any necessary notifications to family members of the person suffering the medical emergency

Severe Weather

- The supervisor will monitor a weather alert radio. If a severe weather report is issued, she/he will immediately page the following announcement: [insert announcement]. (This announcement will be repeated three times).

Volunteers will be instructed where to go for safety. The supervisor will take the weather radio with her/him. When the severe weather warning is cancelled, she/he will send runners to advise that it is safe to return to work areas. A general announcement will also be made.

Fire Safety

- Alert other persons in the immediate hazard area.
- Activate a fire alarm or call [insert name] to page an emergency announcement.
- If you have been trained, you can decide to use a fire extinguisher following these instructions:

- P=Pull the safety pin
- A=Aim the nozzle at the base of the fire
- S=Squeeze the operating lever
- S=Sweep side to side covering the base of the fire

**When using a fire extinguisher, always stay between the fire and an exit; stay low and back away when the fire is extinguished.*

**Never feel that using a fire extinguisher is required. If the fire is too hot, too smoky or you are frightened, evacuate.*

- Have someone notify the incident commander of where the emergency is located. He/she will relay this information to the fire department.

Organization Violence

- Any volunteer who feels that she/he has been threatened should immediately report their concern to a supervisor.
- If any person is observed exhibiting threatening behavior or making threatening statements, the person discovering the situation should warn others in the area and immediately notify a supervisor and stay away from the person exhibiting threatening behavior.
- Depending upon the level of concern, the police department (911) should be called immediately.
- Never attempt to confront any person exhibiting threatening behavior.

If you have reason to believe that events in your personal life could result in acts of violence occurring at work, you are urged to confidentially discuss the issue with a supervisor so that a prevention plan can be developed.

Emergency Contact Information

FIRE DEPARTMENT: _____

TELEPHONE: _____

POLICE DEPARTMENT: _____

TELEPHONE: _____

EMERGENCY MEDICAL SERVICES (AMBULANCE): _____

TELEPHONE: _____

HOSPITAL: _____

TELEPHONE: _____

DOCTOR: _____

ADDRESS: _____

TELEPHONE: _____

JOBSITE TELEPHONE NUMBERS (IF APPLICABLE):

PROJECT NAME/NUMBER:

ADDRESS: _____

TELEPHONE: _____

SITE SUPERVISOR: _____

Cell/Home TELEPHONE: _____

Volunteer General Liability – Third Party Injury

Normally volunteers are agents and are covered by the Entity's general liability insurance while they are acting within the scope of their duties. The company is normally responsible for the work-related torts (civil wrongs, negligence, slander, unlawful discrimination, etc.) of its volunteers just as it is for its paid employees. With volunteers, the coverage question can be more difficult if volunteer duties are vague and ill defined. It is especially problematic when duties are not in writing.

Clearly defined duties can help you avoid loss to your organization. Perform these tasks before an accident occurs:

- Develop written job duties for your volunteers.
- Train your volunteers to operate within their assigned duties.

Your liability insurance may not cover volunteers when:

- The volunteer is serving their own interest. Example: Using a car owned by the non-profit or public entity for unauthorized errands.
- When the volunteer is serving the interest of another organization. Example: Performing work for an independent contractor of a state agency.
- When the volunteer is clearly outside the scope of their duties.

Volunteers do not use power equipment unless they are trained and have the appropriate personal protection.

The Company does not provide insurance coverage for personal property, equipment, or vehicles owned by volunteer workers.

Injury to Volunteers

To the Company: The coverage choices that you have are:

(1) Provide no coverage. If volunteers are hurt through your negligence, tort liability coverage would apply if a claim or suit were brought against your organization. If the volunteer's injury is not your fault, they must look to their own insurance or resources to cover the costs.

(2) Provide an Accidental Medical and Disability policy. See the following web-site <http://www.cimaworld.com/htdocs/volunteers.cfm> for Volunteer Insurance.

(3) **FOR PUBLIC ENTITIES ONLY** Arrange Volunteer Coverage through your Workers Compensation Insurance program. (See ORS 656.031)

Although it can be the right choice, consider if:

- The work your volunteers do is essential to your mission; and,
- Volunteers work under the same controls, conditions and risk as your paid employees; and,
- The work that the volunteers are doing is high risk in it's nature, such as a Reserve Police Officer; and
- Can you afford it? You must pay premium on an assumed wage.

Under this coverage, the volunteer is entitled to all of the benefits of a paid employee. These include:

- Time loss benefit based on an assumed wage.
- Medical benefit for all care related to the covered injury.
- Permanent impairment award.
- Vocational Rehabilitation services.

Injury claims must be filed with your workers compensation insurance carrier. The injury must meet the conditions of compensability set out in ORS 656. If the claim is not compensable, there is no benefit due. Keep in mind claims filed by volunteer may affect the rates you pay in the same manner employee claims would.

Sexual Harassment Policy

The organization does not tolerate harassment of our volunteers, employees, community members or guests. Any form of harassment related to a volunteer's race, color, sex, religion, national origin, age, citizenship status, veteran status, or handicap is a violation of this policy and will be treated as a disciplinary matter. For these purposes, the term harassment includes, but is not limited to, slurs, jokes, or other verbal, graphic, or physical conduct relating to an individual's race, color, sex, religion, or national origin; sexual advances; requests for sexual favors and other verbal, graphic, or physical conduct of a sexual nature. The intentions to sexually harass another individual expressed through language, expressions and proximity to another is as detrimental as the actual act. Further, as of 1998, the Supreme Court recognizes that Title VII of the Civil Rights Act of 1964 also applies to same-sex harassment.

Violation of this policy by a volunteer shall subject that volunteer to immediate discharge.

Examples of conduct prohibited by this policy include but are not limited to:

Physical Actions:

- Neck or shoulder massaging
- Hugging, kissing or patting another's body
- Touching oneself with sexual overtones while in the proximity of another

Verbal Actions:

- Whistling or making cat calls at another individual
- Discussing sexual topics that make others uncomfortable
- Making comments about another individual's body parts and/or clothing

Non-Verbal Actions:

- Making sexual gestures with one's hands, tongue or other body parts
- Looking an individual up and down
- Winking, licking lips or blowing kisses at another individual

If you believe that you are being subjected to harassment while at the organization, you should:

1. Tell the harasser that his or her actions are not welcome and they must stop, if you feel comfortable enough to do so.
2. Report the incident immediately to a supervisor or Board of Directors.
3. Report any additional incidents that may occur to one of the above resources.

All reported incident will be investigated. Complaints and actions taken to resolve complaints will be handled as confidentially as possible, given [c_officialname]'s obligation to investigate and act upon reports of such harassment. Retaliation of any kind against a volunteer who reports a suspected incident of sexual harassment is prohibited. A volunteer who violates this policy or retaliates against a volunteer in any way will be subject to disciplinary action up to and including immediate dismissal.

Access to Volunteer Exposure & Medical Records (If Applicable)

Volunteers and former volunteers, who are, have been, or will be exposed to toxic substances or harmful physical agents, such as noise, can have access to exposure and medical records maintained by the organization upon request.

Vehicle Use Policy (If Applicable)

Effective: [Effective_Date]

- This policy applies to:
 - Vehicles owned, leased, or rented to [c_officialname].
 - Personally owned vehicles driven by volunteers on behalf of [c_officialname].

The following policy has been established to encourage safe operation of vehicles, and to clarify insurance issues relating to drivers and [c_officialname].

- Volunteer drivers must be at least 18 years of age
- Volunteer drivers must possess a valid driver's license. Permits or restricted licenses are not acceptable.
- Volunteers operating your vehicles must have a driving record acceptable to your insurance carrier for the type of duties they will perform.
- Procedures for verification of acceptable driving record. DMV driving record checks may be done upon acceptance as a volunteer, a periodic review and at the time of a vehicle incident.
- Procedure for appropriate actions when a driving record is not acceptable.
- Procedure for reporting vehicle incidents.
- Procedure for handling citizen complaints and/or notice of police citation.
- Defensive Driving Training requirements.
- Review of vehicle incidents

When operating your own vehicle for [c_officialname] business:

- Your Personal Auto Liability insurance is the primary payer. [C_officialname]'s insurance is in excess of your coverage.
- You should carry at least \$[insert amount] per occurrence liability coverage. Evidence of insurance coverage is to be provided to [c_officialname] each year, by a copy of your policy's Declaration page or a Certificate of Insurance.
- [C_officialname] is not responsible for any physical damage to your vehicle. You must carry your own collision and comprehensive coverage.
- Report your mileage for expense reimbursement.

In the event of an accident:

- Take necessary steps to protect the lives of yourself and others.
- Comply with police instructions.
- Do not assume or admit fault. Others will determine liability and negligence after thorough investigation.
- Report the accident to [c_officialname] as soon as possible.

By signing this document, you are agreeing that you have read and understood the Vehicle Use policy and will comply with it.

Volunteer's Signature

Date

Motor Vehicle Record (MVR) Grading Criteria [Last 3 Years] (If Applicable)

The following chart serves as a guideline for evaluating a volunteer's Motor Vehicle Record (MVR). A volunteer with an MVR grade of "poor" will possibly not be insurable by our insurance carrier and could jeopardize their commitment with the organization if they are unable to be insured. Note that any "major" violation is a "poor" score.

Minor Violations	Number of at-fault accidents			
	0	1	2	3
0	Clear	Acceptable	Borderline	Poor
1	Acceptable	Acceptable	Borderline	Poor
2	Acceptable	Borderline	Poor	Poor
3	Borderline	Poor	Poor	Poor
4	Poor	Poor	Poor	Poor
Any Major violation	Poor	Poor	Poor	Poor

Minor Violation	Major Violations
All moving violations not listed as a major violation.	<ul style="list-style-type: none"> ▪ Driving under influence of alcohol/drugs ▪ Failure to stop/report an accident ▪ Reckless driving/speeding contest ▪ Driving while impaired ▪ Making a false accident report ▪ Homicide, manslaughter or assault arising out of the use of a vehicle ▪ Driving while license is suspended/revoked ▪ Careless driving ▪ Attempting to elude a police officer

OSHA Compliance Programs (If Applicable)

Hazard Communication

1. All [c_officialname] volunteers have a right to know what chemicals they work with, what the hazards are, and how to handle them safely.
2. Material Safety Data Sheets (MSDS) are documents provided by the supplier of a chemical. MSDS detail the chemical contents, associated hazards, and general safe handling guidelines. At [c_officialname], the MSDS collection is located at [insert location]. Volunteers are free to utilize the MSDS as needed.
3. General rules for handling chemicals in an office environment are:
 - Read all label warnings and instructions.
 - Follow instructions for quantity. More is not better.
 - Minimize contact with chemicals. Use double layer cloths or gloves to protect your skin and keep your face clear of the area to reduce inhalation.
 - Always wash your hands after handling chemicals.
 - If a chemical enters your eye(s) immediately hold open the injured eye(s) and rinse it/them with clean, cool water for 15 minutes. Then be sure to report the injury immediately.
 - Any questions or concerns regarding chemicals should be reported to your Job Site Manager and Human Resources.
4. All chemical containers must be labeled to identify contents and hazards. Most labels use numbers to rank the hazard level in three important areas:
 - **FIRE** (red background color) - will the material burn?
 - **HEALTH** (blue background) - is the material dangerous to my body?
 - **REACTIVITY** (yellow background) - is the material dangerously unstable?

After each hazard (Fire, Health, and Reactivity), a number from 1-4 will be assigned. The number reflects the degree (or amount) of hazard:

- 0 Minimal
- 1 Slight
- 2 Moderate
- 3 Serious

Bloodborne Pathogens

1. Blood and other bodily fluids can carry pathogens, which are capable of causing diseases in others. This includes HIV, which leads to AIDS, and hepatitis.
2. Because we cannot tell by looking at a person if they are infected with a pathogenic disease, we must take precautions following an illness or injury when bodily fluids are released.
3. In the event of a person losing bodily fluids, stay away from the area and warn others to also do so. You can still stay close to the ill/injured person to support him/her, just be sure to stay out of contact any bodily fluids.

4. In the event that you find spilled bodily fluids, a syringe, or other medically contaminated materials, do not attempt clean up by yourself. Call Human Resources immediately for instructions.

Personal Protective Equipment (PPE)

If you are in an area where specific PPE is required, you are expected to wear it. Inspect PPE prior to each use. Do not use damaged PPE. You are required to maintain and keep PPE clean.

Lockout/Tagout

Prior to working on any machinery when guards are removed, every energy source (electrical, hydraulic, chemical, mechanical, etc.) must be deactivated, stored energy dissipated, and the control locked in the off (safe) position.

Never remove or tamper with a lockout performed by another volunteer or contractor. A lockout could consist of a lock applied to a control such as a switch, breaker, or valve. A tag containing words such as "DANGER - DO NOT OPERATE" may also be used for lockout. If you see the lock, the tag, or both applied to an energy control device it means, "Keep your hands off."

1. Do not perform any maintenance, inspection, cleaning, adjusting or servicing of any equipment without following the company's lockout/tagout program.
2. If required to work on powered equipment (hydraulic, electrical, air, etc.), you must have your personal padlock with your name on it and personal key on your person at all times.
3. Disconnect and padlock all machine power disconnects in the off position before removing guards for the purpose of working "ON" or "IN" the machinery or approaching its unguarded parts. (NOTE: When more than one employee is working on a single piece of equipment, each employee must use his own padlock along with lock-out tongs to lock out the equipment. When the work is completed, he must remove only his lock.
4. Do not commence equipment repair or maintenance work until you have verified that the tagged/locked out switch or control cannot be overridden or bypassed.
5. Replace all guards before removing personal padlocks from the control.
6. Do not use or remove another employee's protective lock. Do not remove a lock from equipment unless you placed it there.
7. Before machinery is put back into use after LOCKOUT/TAGOUT, give a verbal announcement or sound a warning to fellow employees.

Respiratory Protection

1. Do not perform operations requiring respirators, unless you have been approved for use of respirators, fitted and trained the company's respiratory protection program.
2. Inspect respirators for cracked or worn parts before and after each use and after cleaning.
3. Do not work in an area that requires the use of respiratory equipment, if you fail to obtain a tight seal between the respirator and your face.
4. Do not wear a respirator if facial hair prevents a tight seal between the respirator and your face.
5. Clean and sanitize respiratory equipment according to manufactures recommendations after each use.
6. Store respiratory equipment in a clean and sanitary location.

Fire Prevention

1. Smoking is only allowed in designated exterior smoking areas.
2. No candles or open flames are allowed within the organization facility.

Electrical Safety (If Applicable)

1. With the exception of independently fused multi-tap cords for computers, extension records are not allowed except for maintenance or construction work.
2. Keep electrical cords out of areas where they will be damaged by stepping on or kicking them.
3. Turn electrical appliances off with the switch, not by pulling out the plug.
4. Turn all appliances off before leaving for the day.
5. Never run cords under rugs or other floor coverings.
6. Any electrical problems should be reported immediately.
7. The following areas must remain clear and unobstructed at all times:
 - Exit doors,
 - Aisles,
 - Electrical panels, and
 - Fire extinguishers.

General Safety Precautions (If Applicable)

Lifting

1. Plan the move before lifting; ensure that you have an unobstructed pathway.
2. Test the weight of the load before lifting by pushing the load along its resting surface.
3. If the load is too heavy or bulky, use lifting and carrying aids such as hand trucks, dollies, pallet jacks and carts, or get assistance from a co-worker.
4. If assistance is required to perform a lift, coordinate and communicate your movements with those of your co-worker.
5. Position your feet 6 to 12 inches apart with one foot slightly in front of the other.
6. Face the load.
7. Bend at the knees, not at the back.
8. Keep your back straight.
9. Get a firm grip on the object using your hands and fingers. Use handles when they are present.
10. Hold the object as close to your body as possible.
11. While keeping the weight of the load in your legs, stand to an erect position.
12. Perform lifting movements smoothly and gradually; do not jerk the load.
13. If you must change direction while lifting or carrying the load, pivot your feet and turn your entire body. Do not twist at the waist.
14. Set down objects in the same manner as you picked them up, except in reverse.
15. Do not lift an object from the floor to a level above your waist in one motion. Set the load down on a table or bench and then adjust your grip before lifting it higher.
16. Never lift anything if your hands are greasy or wet.
17. Wear protective gloves when lifting objects that have sharp corners or jagged edges.

Ladders & Stepladders

1. Read and follow the manufacturer's instructions label affixed to the ladder if you are unsure how to use the ladder.
2. Do not use ladders that have loose rungs, cracked or split side rails, missing rubber foot pads, or are otherwise visibly damaged.
3. Keep ladder rungs clean and free of grease. Remove buildup of material such as dirt or mud.
4. Do not place ladders in a passageway or doorway without posting warning signs or cones that detour pedestrian traffic away from the ladder. Lock the doorway that you are blocking with the ladder and post signs that will detour traffic away from your work.
5. Do not place a ladder at a blind corner or doorway without diverting foot traffic by blocking or roping off the area.
6. Allow only one person on the ladder at a time.
7. Face the ladder when climbing up or down it.
8. Maintain a three-point contact by keeping both hands and one foot or both feet and one hand on the ladder at all times when climbing up or down the ladder.
9. When performing work from a ladder, face the ladder and do not lean backward or sideways from the ladder. Do not jump from ladders or step stools.
10. Do not stand on tables, chairs, boxes or other improvised climbing devices to reach high places. Use the ladder or stepstool.
11. Do not stand on the top two rungs of any ladder.
12. Do not stand on a ladder that wobbles, or that leans to the left or right of center.

13. When using a straight or extension ladder, extend the top of the ladder at least 3 feet above the edge of the landing.
14. Secure the ladder in place by having another employee hold it if it cannot be tied to the structure.
15. Do not move a rolling ladder while someone is on it.
16. Do not place ladders on barrels, boxes, loose bricks, pails, concrete blocks or other unstable bases.
17. Do not carry items in your hands while climbing up or down a ladder.

Housekeeping

1. Do not place materials such as boxes or trash in walkways and passageways.
2. Sweep up shavings from around equipment such as drill presses, lathes or planers by using a broom and a dust pan.
3. Mop up water around drinking fountains, drink dispensing machines and ice machines immediately.
4. Do not store or leave items on stairways.
5. Do not block or obstruct stairwells, exits or accesses to safety and emergency equipment such as fire extinguishers or fire alarms.
6. Do not block the walking surfaces of elevated working platforms, such as scaffolds, with tools or materials that are not being used.
7. Straighten or remove rugs and mats that do not lie flat on the floor.
8. Remove protruding nails or bend them down into the lumber by using a claw hammer.
9. Return tools to their storage places after using them.
10. Do not use gasoline for cleaning purposes.
11. Use caution signs or cones to barricade slippery areas such as freshly mopped floors.

Aggression Control Procedures

1. If you perceive no immediate physical threat:
 - a. Notify other volunteers or a supervisor and have a stand-by to render assistance.
 - b. State clearly who you are, what you can do to help and what your time limits are as a volunteer.
2. If you perceive the possibility of severe physical injury:
 - a. Assume a non threatening physical posture and voice tone.
 - b. State in clear concise terms what you want the individual to do.
 - c. State what you can do to help.
 - d. Speak with authority.
 - e. Make direct commands.
 - f. Set a time limit. At the end of set time, seek assistance from another volunteer or supervisor.
3. If you are assaulted:
 - a. Leave the area.
 - b. Report the assault to a supervisor.
 - c. Do not return alone. Bring assistance with you.
4. Breaking up an altercation:
 - a. Do not attempt to break it up alone.
 - b. Call for help from other volunteers or call security.
 - c. Stay out of the immediate area.
 - d. Wait for help from at least one other person. Do not intervene alone.

Office Safety (If Applicable)

1. Do not work on any computer, typewriter, or other electrical office machines if your hands are wet, nor while standing on damp floors.
2. Never use carbon tetrachloride for typewriter cleaning.
3. Do not mount pencil sharpeners so that they protrude beyond the edges of desks or tables.
4. Do not stand on a swivel chair.
5. Do not raise the seats on swivel chairs beyond the point where your feet can touch the floor.
6. Do not compact material in the waste basket with your hands or your feet.
7. Do not use cardboard boxes as waste receptacles.
8. Do not leave file drawers open; always use the handles to close them.
9. Do not stack file cabinets on top of one another.
10. Open one file cabinet drawer at a time.
11. Put heavy files in the bottom drawers of file cabinets.

Food Service Safety

1. Unplug electrical appliances, such as blenders, grinders, and coffee pots from their power source before cleaning them.
2. Wear your closed-toe, low heel, non-slip shoes that have rubber soles while you are at work.
3. Do not store cleaning products along with food products.
4. Turn the power switch of the exhaust hood fans to "on" when the ranges are in operation. Use the spray can labeled "Degreaser" to clean the grease off of the hood filters.
5. Store cleaning equipment such as brooms, mops, carts, and pails in the utility closet.
6. When handling knife blades and other sharp cutting tools, direct sharp points and edges away from you.
7. Cut in the direction away from your body when using knives.
8. Store knives in knife blocks or in sheaths after using the knives.
9. Use the knife that has been sharpened; do not use knives that have dull blades.
10. Do not use honing steels that do not have disc guards.
11. Do not attempt to catch a falling knife.
12. Use knives for the operation for which they are named.
13. When opening cartons, use the safety box cutters. Do not cut with the blade extended beyond the guard.
14. Do not use knives that have broken or loose handles.
15. Do not use knives as screwdrivers, pry bars, can openers or ice picks.
16. Do not leave knives in sinks full of water.
17. Do not pick up knives by their blades.
18. Carry knives with their tips pointed towards the floor.

Electrical Safety

1. When using an extension cord:
 - a. Look to see that the wattage labeled on the tool, appliance, or equipment does not exceed the wattage limit labeled on the cord;
 - b. Do not run the cord through doorways, holes in ceilings, walls or floors;
 - c. Never remove, bend or modify any metal prongs on the plug of the cord;
 - d. Do not use the cord under wet conditions;
 - e. Do not plug one extension cord into another;
 - f. Never drive over, drag, step on or place objects on a cord, or walk on it;
 - g. Always unplug the cord when you have finished using it;
 - h. Do not use the cord as a permanent power source.
2. When working on live circuits, use the tools that have the blue rubber handgrips, and that have the UL approval label on the tool; these tools are insulated.
3. When doing electrical work from a ladder, do not use a metal ladder.
4. Never connect a heating unit that has a wattage label reading in excess of 1500 watts into a utility 15-amp outlet.
5. Use the fuse handling equipment when removing or installing fuses where fuse terminals are energized.
6. Post the "Electrical Hazard" safety signs or symbols, or the accident prevention tags, to warn personnel of electrical hazards.
7. Wear your protective gloves and aprons, as well as your face protection when you are working in the battery service rooms.
8. Unplug the electrical cord before making any mechanical or electrical adjustments to the machine it is connected to.
9. Visually inspect light poles, stadium poles, and court poles for decay before climbing them. Do not climb any poles that are decayed.
10. Use your safety belt when climbing poles.
11. Wear your safety glasses when you are working with the drill.
12. When working in an area that has signs posted "High Voltage Area", wear your insulated gloves. If the gloves have cracks or "pin pricks", do not use the gloves.

Hazardous Materials Safety

1. Follow the instructions on the label and in the corresponding Material Safety Data Sheet (MSDS) for each chemical product used in your workplace.
2. Use personal protective clothing or equipment such as neoprene gloves, rubber boots, shoe covers, rubber aprons, and protective eyewear, when using chemicals labeled "Flammable," "Corrosive," "Caustic" or "Poisonous."
3. Do not use protective clothing or equipment that has split seams, pin holes, cuts, tears, or other signs of visible damage.
4. Each time you use your gloves, wash your gloves before removing them using cold tap water and normal hand washing motion. Always wash your hands after removing the gloves.
5. Before pouring, dispensing or transferring any liquid from a bulk container labeled "Flammable", observe the following safety procedure:
 - a. Only use red color-coded, metal containers for transferring the liquid.
 - b. Electrically ground and bond the containers as follows:
 - (1) Attach the clip at one end of the grounding wire to the rim of the dispensing container and then attach the clip at the other end of the grounding wire to a ground source, such as a ground driven steel stake.

(2) Attach the clip at one end of the bonding wire to the rim of the dispensing container and then attach the clip at the other end of the bonding wire to the rim of the receiving container.

(3) You are now ready to dispense the liquid from the bulk container into the opened receiving container. Upon completion, replace the lid on the receiving container and remove the bonding wire.

6. Do not use chemicals from unlabeled containers and unmarked cylinders.
7. Do not perform "hot work", such as welding, metal grinding or other spark producing operations, within 50 feet of containers labeled "Flammable" or "Combustible."
8. Do not drag containers labeled "Flammable."
9. Use a rubber cradle when transporting unpackaged, glass bottles of chemicals.
10. Do not store chemical containers labeled "Oxidizer" with containers labeled "Corrosive" or "Caustic."
11. Always use chemical goggles and a face shield before handling chemicals labeled "Corrosive" or "Caustic."

Machine Safety

1. Do not remove, alter or bypass any safety guards or devices when operating mechanical equipment such as mechanical power presses, press brakes, metal working lathes, radial arm saws, drills, horizontal mill, punch press, or when bending or forming materials.
2. Replace guards, before starting the machine, after making adjustments or repairing the machine.
3. Do not try to stop a work piece as it goes through any machine. If the machine becomes jammed, disconnect the power before clearing the jam.
4. Do not wear loose clothing, jewelry or ties in the machine shop.
5. Read and obey safety warnings posted on or near any machinery.
6. Long hair must be contained under a hat or hair net, regardless of gender.

Heavy Equipment Safety

1. Wear hard hats, hearing protection and safety goggles while operating heavy equipment.
2. Wear seat belts when operating scrapers, loaders, dozers, tractors and graders.
3. No passengers are permitted on heavy equipment.
4. Keep windows and windshield clean.
5. Do not use heavy equipment if its horn and backup alarm do not sound.
6. Do not crawl under the raised dump body during inspection of a dump truck.
7. Turn off the engine before leaving heavy equipment unattended.
8. Do not jump "off" or "on" any heavy equipment.
9. Do not stay in the cab of haulage vehicles while the payload is being loaded or unloaded by cranes or loaders.
10. When finished using bulldozers or loaders, land the blade on the ground, set the brakes, turn off the power and shift the gear lever into neutral.
11. Keep heavy equipment in gear when going down grade. Do not use neutral.
12. Do not enter the bucket swing radius while the equipment is in operation.
13. Display the "Slow Moving Vehicle" sign when operating heavy equipment on roads.

Hand Tool Safety

1. Do not continue to work if your safety glasses become fogged. Stop work and clean the glasses until the lenses are clear and defogged.
2. Tag worn, damaged or defective tools "Out of Service" and do not use them.
3. Do not use a tool if the handle surface has splinters, burrs, cracks or splits.
4. Do not use impact tools such as hammers, chisels, punches or steel stakes that have mushroomed heads.
5. When handing a tool to another person, direct sharp points and cutting edges away from yourself and the other person.
6. Do not carry sharp or pointed hand tools such as screwdrivers, scribes, chisels or files in your pocket unless the tool or your pocket is sheathed.
7. Do not perform "make-shift" repairs to tools.
8. Do not throw tools from one location to another or from one employee to another.
9. Transport hand tools only in tool boxes or tool belts. Do not carry tools in your hand or clothing when climbing.

Painter Safety

1. Store rags that have oil or paint on them in closed metal containers labeled "oily rags".
2. Press the pressure relief valve on painting canisters and painting guns prior to disconnecting them.
3. Do not eat, drink, smoke or apply cosmetics where spray painting is taking place.
4. Do not operate spark inducing tools such as grinders, drills or saws near containers labeled "Flammable " or in an explosive atmosphere such as paint spray booths or rooms.
5. Perform all spray painting operations in the spray booth or room.
6. Do not point the spray gun toward any part of your body or at anyone else.
7. Turn the control switch to the "on" position to operate the mechanical ventilation system before and during all spraying operations.
8. When mixing paint and thinner, wear your face shield.
9. Use your safety line (lanyard) to haul paint up to a job.
10. Wear your face shield and safety gloves when using airless spray guns.
11. Do not use window jacks when painting windows; use a bucket instead.
12. Wear your protective gowns, read and follow the MSDS sheet for the paint that you are using, as well as read and follow the label on the paint can, before mixing any paint.
13. When using a pressure washer on a swing station, secure yourself by using the safety line. Do not use a ladder for pressure wash work.
14. Wear the respirator issued to you when applicable.

Volunteer Acknowledgement Form

[C_officialname] is firmly committed to your safety. We will do everything possible to prevent workplace accidents and are committed to providing a safe working environment for you and all volunteers. We value you not only as a volunteer but also as a human being critical to the success of your family, the local community, and [c_officialname]. You are encouraged to report any unsafe work practices or safety hazards encountered while at the organization. All accidents/incidents (no matter how slight) are to be immediately reported to the supervisor on duty.

A key factor in implementing this policy will be the strict compliance to all applicable federal, state, local, and [c_officialname] policies and procedures. Failure to comply with these policies may result in dismissal. Respecting this, [c_officialname] will make every reasonable effort to provide a safe and healthful workplace that is free from any recognized or known potential hazards. Additionally, [c_officialname] subscribes to these principles:

1. All accidents are preventable through implementation of effective Safety and Health Control policies and programs.
2. Safety and Health controls are a major part of our work every day.
3. Accident prevention is good practice. It minimizes human suffering, promotes better working conditions for everyone, holds [c_officialname] in higher regard with customers, and increases productivity. This is why [c_officialname] will comply with all safety and health regulations which apply to the course and scope of operations.
4. The organization is responsible for providing the safest possible workplace for volunteers. Consequently, the organization is committed to allocating and providing all of the resources needed to promote and effectively implement this safety policy.
5. Volunteers are responsible for following safe work practices, organization rules, and for preventing accidents and injuries. Supervisors will establish lines of communication to solicit and receive comments, information, suggestions, and assistance from volunteers where safety and health are concerned.
6. Management and supervisors of [c_officialname] will set an exemplary example with good attitudes and strong commitment to safety and health. Toward this end, management must monitor the organization's safety and health performance, working environment, and conditions to ensure that program objectives are achieved.
7. Our safety program applies to all volunteers and persons affected or associated in any way by the scope of this organization. Everyone's goal must be to constantly improve safety awareness and to prevent accidents and injuries.

Everyone at [c_officialname] must be involved and committed to safety. This must be a team effort. Together, we can prevent accidents and injuries and keep each other safe and healthy in the work that provides our livelihood.

By signing this document, I confirm the receipt of [c_officialname]'s volunteer safety handbook. I have read and understood all policies, programs, and actions as described, and agree to comply with these set policies.

Volunteer Signature

Date

Sample Volunteer Waiver For Members of Volunteer Groups

WAIVER, RELEASE, AND HOLD HARMLESS AGREEMENT for the following activity:

The undersigned is a volunteer for the group: _____

Participant's Name (please print): _____

Date of Performance: _____

Service Event (Please describe the volunteer service event)

I having read and understood the contents and nature of this agreement, state that I understand and agree that:

- I will perform the volunteer services pursuant to the above information.
- The above described activities may expose me, other members of my performance group, and volunteers to a variety of hazards. Dependant on the nature of the performance, the risk of injury attendant with the performance, whether foreseen or unforeseen, cannot be eliminated due to the nature of the performance.
- I am trained for the type of services to be provided and agree to assume full responsibility for my own safety, and the safety of other members of my group.

By signing this release form, I agree to waive and discharge any and all claims and to hold harmless _____ its Board of Education, officers, employees, volunteers, and agents from any claims for injury or damages, except for our sole negligence, that may arise from, or in connection with my volunteer service described above.

I understand this Agreement and I have read this Agreement in its entirety and I freely and voluntarily assume all risks and responsibilities associated therewith, and notwithstanding such, I agree to perform pursuant to this agreement and be bound by its conditions.

This Agreement is intended to be as broad and inclusive as is permitted by law. If any provision or any part of any provision of this Agreement is held to be invalid or legally unenforceable for any reason, the remainder of this Agreement shall not be affected thereby and shall remain valid and fully enforceable.

Signature of Participant (or parent if child is under 18)

Date