



JUNIOR VOLUNTEER POLICY

Elmbrook Humane Society allows children as young as 12 years old to volunteer. They and their parent or guardian must follow specific protocols.

Junior volunteers and their parent or guardian must adhere to the following policies in addition to those outlined in the volunteer handbook.

REQUIREMENTS

- Individuals must be at least twelve years of age to volunteer at Elmbrook Humane Society (EBHS).
- Volunteers who are between the ages of twelve and fifteen are designated as “junior volunteers.”
- Junior volunteers must be capable of following instructions, and be able to do their work in a calm and productive manner.

SUPERVISION

- A parent or guardian who is at least 18 years of age must accompany all junior volunteers.
- If a parent is not volunteering, then a signed release form must be obtained designating the junior volunteer’s guardian.
- A single parent or guardian may volunteer with no more than two junior volunteers at a time.
- The parent or guardian must be an adult volunteer in good standing, and must attend every shift and training with their junior volunteer.
- When volunteering, adult and junior volunteer(s) will complete all tasks in tandem, and the adult volunteer will constantly supervise the junior volunteer(s).
- If multiple parents or guardians will be assisting a junior volunteer, each individual must fill out a volunteer application, attend new volunteer orientation and attend all trainings.

VOLUNTEER OPPORTUNITIES

- Junior volunteers may participate in the following volunteer activities:
 - Cat Socializer
 - Environmental Team – Animal Care
 - Errands, Odd Jobs and General Help
 - Housekeeping
 - PetSmart Cat Care
 - Small Animal Socializer
 - Special Events
- The Community Outreach Events and Volunteer Manager reserves the right to restrict access to certain activities based on the junior volunteers age and availability.