

## **Beaumont Habitat for Humanity Construction Program – Youth Volunteers Policy**

### **Introduction:**

Beaumont Habitat can only achieve our mission of building affordable housing for needy families by promoting active involvement of the local community through volunteer work, financial contributions, and in-kind donations.

Fundamental to our mission is a philosophy of “people to people” Christian ministry. Clearly, our volunteers embody the spirit of both our mission and our philosophy by giving of themselves to benefit the community.

### **Youth and Habitat:**

Beaumont Habitat believes that involving youth is paramount to our mission of building communities where poverty housing does not exist. By involving youth in our work we can open their eyes to our mission and encourage their support of our work.

However, we must provide a safe and productive work environment for all of our volunteers. Therefore, we have developed this policy to outline our approach to the involvement of young people in our construction work.

### **Under 18:**

1. Sixteen and seventeen year olds may participate in some aspects of construction provided they meet the following requirements:
  - a. Have signed liability waiver indicating parental support.
  - b. Are accompanied by an adult (group leader, parent, friend)
  - c. Can demonstrate a level of responsibility and willingness to follow instructions.
2. Sixteen and seventeen year olds CANNOT operate power tools without direct approval of Beaumont Habitat Construction Manager / Superintendent on site.
3. Sixteen and seventeen year olds can work on ladders or scaffolding provided that adult supervisors are directly monitoring the activity.

### **Under 16:**

1. Youth under the age of 16 are not permitted on the work site when any power tools are being used or when any work is being done that requires use of scaffolding and ladders.
2. Youth under the age of 16 may participate in activities that include cleaning work sites, painting, caulking, landscaping.
3. Youth under the age of 14 are not permitted on the work site at any time.

**Note:**

Beaumont Habitat for Humanity staff members have the right to ask any volunteer to leave the work site for the following reasons:

1. The volunteer is not dressed properly for the worksite (open toed shoes or sandals, clothing that can pose a hazard to volunteer or others).
2. The volunteer is not following instructions and directions.
3. The volunteer is disruptive or engaging in boisterous behavior.
4. The volunteer is disrespectful to other volunteers and/or Beaumont Habitat staff.