

Volunteer Policies & Procedures

All volunteers MUST be at least 14 years of age.

All volunteers MUST complete the onboarding process prior to volunteering.

Additionally, all volunteers are required to review our [policies and procedures](#). Safe Sport Training for volunteers can be accessed on the [Safe Sport website](#).

Volunteers will also be made aware of the importance of confidentiality and participation in the meeting is akin to signing an agreement to uphold the confidentiality agreement.

It is important to note that onboarding is not a one time event. Annual recertification either online, virtual or in person is mandatory. . Volunteers will have ongoing training and support to ensure that they are equipped to provide the best possible care for the children they work with.

- Prior to engagement in the session, it is requisite that all volunteers execute a participation waiver. Should the volunteer not have attained the age of majority, the waiver must be signed by a parent or legal guardian. Volunteers who are under the age of 18 are prohibited from executing the waiver independently.
- All participants and volunteers shall conduct themselves with respect and dignity toward others, irrespective of individual abilities, backgrounds, or cultural differences.
- The paramount concern of all volunteers shall be the safety and well-being of participants; volunteers must ensure all activities are undertaken in a safe and responsible manner.
- Any form of discrimination, whether based on race, gender, religion, ethnicity, or disability, is strictly prohibited. Equitable and fair treatment must be accorded to all participants and volunteers.
- Able Athletics commits to fostering inclusivity and providing equitable opportunities for participation in all activities. Volunteers are obligated to actively include all participants and foster an environment of welcoming inclusivity.
- Confidentiality regarding the personal and medical information of participants must be upheld by all volunteers. Disclosure of such information is restricted to individuals with a legitimate need for knowledge.
- Professional conduct is expected of volunteers at all times, which includes adherence to punctuality, reliability, and respectful interactions with participants and fellow volunteers.
- Volunteers must maintain appropriate boundaries with participants, eschewing any conduct that could be construed as inappropriate or abusive. Unnecessary physical contact is expressly forbidden.
- Effective communication with participants and other volunteers is mandatory. Volunteers are expected to listen to and incorporate feedback, and remain receptive to suggestions for improvement.
- Volunteers are required to report any concerns, incidents of suspected abuse, neglect, or mistreatment to the designated authority within the organization immediately.
- Compliance with all organizational policies and procedures is mandatory for all volunteers. Non-compliance may lead to disciplinary measures, including possible termination of the volunteer role.

By following this code of conduct policy, we can create a safe and inclusive environment for all participants and volunteers in our special needs sporting organization.

Adopted December 15, 2022