

VOLUNTEER/PRACTICUM STUDENTS

POLICY

Volunteers can be a significant and integral part of North Okanagan Youth and Family Services Society and should therefore be held to the same high standards of service provision as regular employees.

All volunteers and practicum students will undergo the same selection process as employees including criminal record checks, reference checks and personal interviews.

North Okanagan Youth and Family Services Society reserves the right to determine the selection criteria for volunteers. North Okanagan Youth and Family Services Society commits to avoiding exclusion based on race, religion, age, sex, gender identity, ancestry, political beliefs, place of origin, marital status, family status, physical or mental ability, criminal or summary conviction unrelated to the volunteer work.

The selection criteria are:

1. Strong personal boundaries
2. Assertiveness
3. Non-judgmental attitude
4. Commitment/dependable
5. willing to follow direction, policy and procedures
6. Street clinic volunteers need to be 19 years old or older
7. Not currently accessing NOYFSS services
8. Ability of regular staff to provide appropriate supervisor

The final decision will be made based on the above criteria determine through an interview process.

PROCEDURES

1. Each potential volunteer/practicum students will be screened in accordance with the eligibility requirements established for volunteers and practicum students.
2. Each candidate will be interviewed by an appropriate Supervisor
3. Each candidate will undergo a criminal record check and 2 reference checks before the offer of a position
4. Each candidate will receive sufficient orientation upon entry into North Okanagan Youth and Family Services Society
5. Volunteers/Practicum students must adhere to established guidelines regarding acceptable behaviour and procedure