

SENH Habitat for Humanity ReStore Youth Volunteer Policy

Individuals who are 16 and 17 years of age, herein referred to as youth volunteers, may volunteer at SENH Habitat for Humanity's ReStore provided they submit written parental permission and a signed liability waiver form, co-signed by the youth's parent or legal guardian. The following provisions apply to ReStore youth volunteers who are 16 and 17 years of age:

- In accordance with New Hampshire Child Labor Law:
 - No youth under 16 can volunteer earlier than 7:00 am, or later than 9:00 PM, or more than 3 hours per day on school days or 23 hours per week during school weeks.
 - On non-school days, a youth volunteer may volunteer 8 hours per day and, during vacation, 48 hours per week.
 - No youth 16 or 17 years of age who is duly enrolled in school shall be permitted to volunteer more than 6 consecutive days or more than 30 hours during the school calendar week, which shall be Sunday through Saturday.
 - No youth 16 or 17 years of age who is duly enrolled in school shall volunteer for more than 6 consecutive days or 48 hours in any one week during school vacations, including summer vacation. For purposes of this paragraph, "summer vacation" means June 1 through Labor Day.
- The ReStore Manager is to know at all times what the youth volunteer is working on. The Manager is to have a list of projects/assignments ready for each youth volunteer before they arrive at the store.
- The ReStore Manager will bring to an immediate end, any inappropriate behavior or language exhibited by a youth volunteer. The Operations Manager and Safety Coordinator may also deal with any such inappropriate behavior or language and will inform the Store Manager of the incident. In dealing with a youth volunteer on such matters, at least two adults will be present.
- If inappropriate behavior by a youth volunteer continues or is deemed highly inappropriate, the ReStore team may ask the youth to be picked up by their parent or legal guardian.
- The ReStore Manager will bring to an immediate end, any inappropriate behavior or language exhibited by an adult volunteer in the presence of a youth volunteer. The Operations Manager and Safety Coordinator may also deal with any such inappropriate behavior or language and will inform the Store Manager of the incident.
- A youth volunteer is subject to all expectations set forth in the volunteer handbook.
- No youth volunteer is to be left alone in any part of the ReStore building.
- No youth volunteer is to drive or be driven in any ReStore vehicle or leave the store for any reason.
- No youth volunteer is to operate any power tools or machinery in ReStore
- No youth volunteer shall at any time be alone with any single adult ReStore personnel (volunteer or paid staff); there are to be at least two adult ReStore personnel present when in the presence of a youth volunteer.
- There will be no more than two youth volunteers working in the store at any one time.