

Holston Habitat for Humanity Youth Volunteer Policy

Minors younger than 14 years of age are not permitted to work as volunteers with Holston Habitat for Humanity on active worksites.

Minors who are 14 through 17 years of age shall be permitted to work as volunteers with Holston Habitat for Humanity in the construction of affordable housing subject to the following provisions:

- a. That all minors volunteering with Holston Habitat for Humanity shall complete a Waiver of Liability for Minors form before work begins;
- b. That all minors working as volunteers with Holston Habitat for Humanity shall be under the direct supervision of an adult;
- c. That no minor shall work as a volunteer with Habitat for Humanity without the safety equipment required by law;
- d. That no minor shall operate, or handle any power driven machinery involved in the construction of Habitat houses;
- e. That no minor volunteering with Holston Habitat for Humanity shall be exposed to hazardous waste products or other hazardous substances;
- f. That no minor volunteering with Holston Habitat for Humanity shall be permitted to work on any excavation, scaffolding or roofing;
- g. That no minor volunteering with Holston Habitat for Humanity shall be permitted to work:
 1. during school hours;
 2. before 7 a.m.
 3. after 7 p.m. between Labor Day and Memorial Day;
 4. after 9 p.m. between Memorial Day and Labor Day;
 5. for more than five consecutive hours without a half-hour break; and
 6. for more than 18 hours per week when school is in session;

(Based on New Jersey State Law 34:221.17d Minors aged 14 – 17 permitted to work as volunteers for nonprofit organizations constructing affordable housing and prohibited acts)

Youth Volunteer Policy Exception –youth 16 and 17 years old who are enrolled in a vocational construction curriculum to operate power driven machinery, work on excavation, scaffolding or roofing under the following conditions:

- Participating students must have completed one semester of safety training.
- Participating students must have waivers signed by their parents.
- There must be sufficient instructors on site to truly supervise the students.
- The school principal must confirm in writing that the instructors will be supervising and responsible at all times.

10/21/10





Habitat for Humanity Age Restriction Guidelines

Individuals ages 14 and 15 can do limited work on the sites. They can paint or landscape but should not be on site when construction is going on.

Those volunteers ages 16 and 17 can do general construction but cannot do excavation, demolition, use power tools, roofing or work at heights above 6 feet.

Anyone 18 and older can do any of the various construction-related jobs on the site.