



Hastings Highlands Public Library

Area : Volunteers

Policy Title: Responsibilities of Volunteers

Policy Number: VOL-03

Initial Policy Approval Date: November 13, 2012

Last Review: October 30, 2025

Year of next review: 2029

The Hastings Highlands Public Library accepts the service of volunteers with the understanding that such service is at the sole discretion of the Library. Volunteers should actively perform their duties to the best of their abilities and remain loyal to the mission, policies, and procedures of the Library.

1. Volunteers are responsible for maintaining the confidentiality of all privileged information to which they are exposed while serving as volunteers, whether this information involves staff, volunteers, users or other persons, or involves overall Library business.
2. Volunteers should understand that the Library may at any time, for whatever reason, decide to end the volunteer relationship. As well, the volunteer may at any time, for whatever reason, decide to sever his or her relationship with the Library. Notice of such a decision should be communicated as soon as possible to the volunteer's supervisor.
3. When expecting to be absent from scheduled duty, the volunteer will inform his or her staff supervisor in advance so that a replacement may be found. Continual absenteeism will result in a review of the volunteer's placement.
4. Volunteers must obtain approval from appropriate staff prior to taking any action or making any statement which might affect or obligate the Library. These actions may include, but are not limited to, public statements to the media, lobbying efforts with other organizations, or any agreements involving contractual or other financial obligations.
5. Volunteers are responsible for presenting a good public image and must dress appropriately for the conditions and performance of their duties. Volunteers must wear their volunteer identification badge while performing their assignments.

6. Volunteers are expected to submit all timesheets and any other information to the Library CEO in a timely and accurate fashion. Capturing accurate statistics is important to maintaining the volunteer program.
7. Volunteers must be covered by their own vehicle insurance where their assignment involves the use of a vehicle. Volunteers are responsible for their own parking tickets and fines incurred during volunteer assignments.
8. Volunteers may not post, tag, or represent HHPL on social media without prior permission from the CEO.