

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 or in ReStores.

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 and minors 16 and 17 shall be permitted to work as volunteers in ReStores subject to the following provisions:

- a. That a parent/guardian of the minor 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;

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 always be supervising and responsible.





Habitat for Humanity Age Restriction Guidelines

Individuals 13 and under are not permitted to be on a Habitat worksite. They are also not allowed to volunteer in the ReStores

Individuals ages 14 and 15 can do limited work on the sites.

- They cannot be on a worksite during construction except for delivering lunches. Please note that the use of power tools by ANY volunteer is prohibited when there are 14 and 15-year-old minors on site. The site must shut down completely.
- They cannot do excavation, demolition, use power tools, roofing or work at heights above 6 feet.
- After the first phase of general construction is completed, they can paint walls, paint trim, landscape and clean up the worksite.
- They must be accompanied by an adult.
- Individuals ages 14 and 15 are NOT permitted to work in the ReStores.

Individuals ages 16 and 17 can work in the Holston Habitat for Humanity ReStores and 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.