

Volunteer Policy

I. Overall Policy on the Utilization of Volunteers

Volunteers are essential to the operation, management, and purposes of Friends of the Cuba Library, Inc. Therefore, Friends invites the active participation of its members and the citizens of the community to serve as volunteers, to assist Friends in achieving its purposes, to support the library, and to, thereby, provide a valuable service to the community.

II. Purpose of Volunteer Policies

The purpose of these policies is to provide overall guidance in the involvement and management of volunteers. These policies do not constitute, either implicitly or explicitly, a binding contract or personnel agreement. Friends reserves the right to change any of these policies at any time and to expect adherence to the changed policy. Areas not specifically covered by these policies shall be determined by the Executive Committee of Friends of the Cuba Library, Inc.

III. Definition of Volunteer

A volunteer is a person who without compensation or expectation of compensation beyond reimbursement performs a task at the direction of and on behalf of Friends of the Cuba Library, Inc. A volunteer must be officially accepted by Friends prior to performance of the task. Volunteers shall not be considered as employees of Friends.

IV. Recruitment and Screening

Volunteers serve in a variety of capacities including, but not limited to, as elected officers, board of director members, committee chairs, and committee members, and book and bake sale sales clerks. These volunteer positions require varying degrees of responsibility. Due to the fiduciary responsibilities of elected officers, board of director members, and committee chairs, individuals interested in serving in those positions shall be requested to submit the information necessary for a background check, prior to nomination, appointment, or acceptance.

Friends of the Cuba Library, Inc.

Volunteer Policy Adopted: July 7, 2020

Background check information will be submitted to the Cuba Village Police Department and to:

Justice Criminal Services

c/o Sexual Offenders Registry

4 Tower Place

Albany, NY 12203-3764

By mail, or faxed to 518-485-5805

Refusal to submit to a background check shall preclude the individual from serving in a volunteer position. All personal volunteer information is collected for internal purposes only and shall be kept confidential. Where required and upon successful completion of the background check, an individual shall be notified of his/her volunteer status.

V. Volunteer Responsibilities

Volunteers must act in accordance with the policies of Friends of the Cuba Library, Inc. and the policies of the Cuba Circulating Library Association.

Volunteers are responsible for maintaining the confidentiality of all proprietary or privileged information to which they may be exposed while serving as a volunteer.

VI. Service at the Discretion of Friends of the Cuba Library, Inc.

Friends of the Cuba Library, Inc. accepts the service of all volunteers with the understanding that such service is at the sole discretion of the Friends. Volunteers agree that Friends of the Cuba Library, Inc. may at any time, for whatever reason, decide to terminate the volunteer's relationship with the Friends. The volunteer may at any time, for whatever reason, decide to sever the volunteer's relationship with the Friends.

Roll Call Vote:

Patricia Ash - Aye

Heather Forness-Thomas - Aye

Michael Weber - Aye

Adopted by the Board of Directors' of Friends of the Cuba Library on:

Adapted from: Nonprofitnetwork.org Volunteer Policy and Cuba Circulating Library Volunteer Policy

Friends of the Cuba Library, Inc.

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JULY 7, 2020