

Military Missions Volunteer Policy for Youth and Minor Volunteers

Welcome

Military Missions welcomes volunteers of all ages who share our mission to support and encourage active-duty military members and veterans. We value the energy, creativity, and compassion young volunteers bring to our programs. To ensure every experience is safe and rewarding, the following policies apply to all volunteers under the age of 18.

Purpose

This policy establishes clear guidelines for minor volunteers, ensuring compliance with federal and state labor laws, nonprofit best practices, and Military Missions' commitment to safety and integrity in all community service opportunities.

Eligibility

- Volunteers must be at least 11 years old to participate without their parent or guardian directly present.
- Volunteers under the age of 18 must be supervised at all times by a parent, guardian, or a designated adult affiliated with a recognized youth organization while performing volunteer duties, whether at the office or at outside events.
- Military Missions volunteers are never considered supervising adults for minors and should not be left solely responsible for youth participants.

Volunteer Hours and Scheduling

- Volunteers are expected to adhere to Military Missions' operating hours and event schedules.
- Volunteer times are established by the organization based on staffing and operational needs.
- Military Missions does not modify volunteer hours to meet individual scheduling preferences; volunteers are encouraged to select opportunities that fit their availability prior to committing.

Parental Consent and Documentation

Before volunteering begins, all minor volunteers must submit the following:

1. Completed Volunteer Application Form

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2. Parental Consent and Liability Waiver
3. Emergency Contact Form with current information

All forms must be reviewed and approved by the Volunteer Coordinator before participation.

Acceptable Volunteer Activities

Minors are encouraged to participate in safe, educational, and meaningful tasks such as:

- Packing care packages for deployed service members
- Assisting during fundraising or community outreach events
- Sorting and organizing donations
- Preparing letters or cards for troops

Prohibited tasks include heavy lifting, operating vehicles or machinery, handling money or sensitive materials, or working unsupervised in the community.

Dress Code and Conduct

- Volunteers should dress modestly, appropriately, and in accordance with the nature of the event.
- All volunteers must exhibit respect, teamwork, and professionalism.
- The use of foul language, inappropriate behavior, or cellphone use during service is discouraged.
- Harassment, bullying, or inappropriate contact of any kind is strictly prohibited.
- Any violation of these guidelines may result in dismissal from the volunteer program.

Training and Orientation

All youth volunteers and supervising adults are required to attend a safety briefing prior to their first assignment. Topics include:

- Overview of Military Missions' mission and safety policies
- Behavior expectations and confidentiality
- Emergency procedures and reporting steps.

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Photo and Media Use

- Military Missions may take photographs or video during volunteer activities for promotional, educational, or fundraising purposes, including use on our website, social media, printed materials, and presentations.
- Parents, guardians, or designated group leaders are informed that youth volunteers may appear in these images and may indicate any photo restrictions on the applicable consent or waiver form.
- Military Missions will not sell images of youth volunteers or use them to imply a commercial endorsement, and will make reasonable efforts to honor any documented opt-out request.

Liability and Safety

- Parents and guardians acknowledge in writing that insurance is not provided by Military Missions.
- Volunteers and parents must immediately report all incidents or injuries to staff on-site.

Policy Administration

Military Missions reviews this policy annually and updates it as needed to remain compliant with nonprofit standards and legal requirements governing youth volunteers.