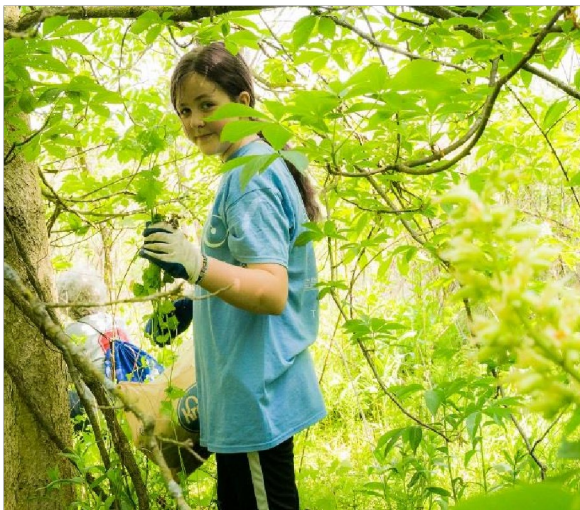


The Nature Conservancy

Ohio



Volunteer Handbook



Revised 2022

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WELCOME

Welcome to The Nature Conservancy in Ohio volunteer program! The Nature Conservancy is a global organization with more than 120 million acres conserved worldwide and more than 60,000 acres protected across Ohio. Volunteers are essential to our fulfilling our mission of protecting the lands and waters on which all life depends. Our priority is a world where people and nature thrive. We work to meet this ambitious goal by focusing on these key areas of conservation:

- Tackle Climate Change
- Protect Land & Water
- Provide Food & Water Sustainably
- Build Healthy Cities

Conservation of biological diversity requires us to place a high value on preserving the greatest number of native species and components of a given biological region. We manage preserves for specific biological communities, for rare plants and animals, and for the structure and function of an intact ecological system. We also manage them simply as places for people to enjoy!

As a volunteer, your contributions, dedication, and commitment are vital to our work. Each volunteer opportunity, although different, contributes an important part to the organization. This Volunteer Handbook will introduce you to The Nature Conservancy in Ohio, its mission, history, guidelines, and policies. You are encouraged to familiarize yourself with the handbook. This is a valuable resource and will assist you in your volunteer duties.

Benefits of volunteering with The Nature Conservancy in Ohio include:

- New friends and fellowship with others who deeply value nature
- Exercise for the mind, body, and soul
- Special training and skills, including land management techniques and knowledge of flora, fauna, and habitat types
- Annual appreciation event and other volunteer activities
- Knowing that you are helping restore much-needed wildlife habitat
- Helping others to learn about and treasure the natural world and all its creatures

This Volunteer Handbook is designed to give you a basic understanding of what The Nature Conservancy in Ohio's volunteer program encompasses. Thank you for helping us to accomplish our mission!

VOLUNTEER OPPORTUNITIES AND POSITIONS

A detailed listing of the volunteer position descriptions and opportunities for each region can be located in Appendix A. There is a diversity of volunteer opportunities available across the state that can suit a variety of volunteer interests and levels of expertise.

STEWARDSHIP VOLUNTEERS

Stewardship volunteers get off the beaten track at TNC preserves, often developing a strong attachment to these places. Stewardship projects are scheduled typically on weekends and occasionally weekdays throughout the year at the various preserves around the state. The following are work activities that volunteer stewards may engage in:

- Invasive species control
- Seed collection
- Trail maintenance
- Preserve monitoring
- Trash pickup
- Prescribed burn activities
- Boardwalk construction and repair
- Fence construction and maintenance
- Carpentry

OFFICE STEWARDS

Office stewards help us do more with less through a donation of time and talents. Office stewards tackle numerous office tasks, allowing staff to focus on other important conservation and program development objectives. Our office needs are diverse and everchanging. The Volunteer Coordinator matches individual tasks and projects with the talents, skills, and available time of the individual office stewards. Following are possible work activities that office stewards may engage in:

- Large mailings
- Data entry
- Research and writing
- Proofreading and editing
- Organizing information and equipment

STAFF VOLUNTEERS

Staff volunteers have a regular commitment in their region and are seen as representatives of The Nature Conservancy in Ohio. They may lead, manage, or direct others in various activities, work with or around youth, and/or attend community outreach events. Following are possible work activities that staff volunteers may engage in:

- Organize and lead volunteer stewardship workdays at a preserve or educational programming activities
- Represent TNC at a community event
- Coordinate and lead hikes or field trips at preserves

WHEN YOU ARE READY TO VOLUNTEER

Step 1 – Application

To register as a volunteer, go online at www.nature.org/ohio/volunteer and fill out the volunteer information form, which is also available in Appendix B. On the form, let us know about your interests, skills, and other information about your abilities. Applicants under the age of 13 are prohibited from filling out this application but can attend appropriate volunteer events with a parent or guardian. Applicants under the age of 18 will require parental consent, liability waivers, and other paperwork as necessary.

Step 2 – Project Dates and Sign-up

Preserve Projects: Each quarter's outdoor volunteer projects are posted online (www.nature.org/ohio). To sign up, send an email to the current volunteer coordinator at ohvolunteer@tnc.org or call 614-717-2770 ext. 1144, indicating the date, preserve, and project for which you would like to sign up.

What to expect when you sign up for an outdoor workday project: Each project is run by TNC staff or by a volunteer workday crew leader. You will receive an email no later than the Thursday before the project giving details about the upcoming project, how to be prepared, and who to contact if you need information or assistance on the workday. Sometimes we have to change our plans with little advance notice due to weather or unforeseen circumstances. We will try to inform you of plan changes as soon as possible. In return, we ask that you notify us as soon as possible if you cannot make it to a project for which you are scheduled, so that we do not wait needlessly at the preserve site for you.

Office Projects: We do not publish a list of office volunteer projects. The volunteer coordinator will use the information on the volunteer application form and from an interview with you to match your interests and skills to projects. Our office space is limited during the working hours, so we may not be able to accommodate as many volunteers as we have projects. Some projects may be accomplished at home, and the volunteer coordinator can help to arrange this.

Staff Volunteer Projects: If you are interested in becoming a staff volunteer leading events or programming on behalf of The Nature Conservancy, please contact the current volunteer coordinator at ohvolunteer@tnc.org or 614-717-2770 ext. 1144 to discuss your interests, regional opportunities, and required paperwork/ trainings.

Step 3 – Event, Safety, and Program Paperwork

The Nature Conservancy has various paperwork requirements based off the role of the participant, current public health hazards, location of the project, and scope of the activities. Paperwork may be required for each event participants attend or may be renewed annually. Staff strive to minimize the overall paperwork requirements for volunteers and may request additional paperwork to be completed as a result of policy or procedural changes.

Step 4 – Documenting Volunteer Hours

The gift of your time helps to protect and transform natural areas across Ohio that inspire meaningful connections between people and nature. This record of your time spent volunteering with The Nature Conservancy in Ohio is useful in many ways. We need to know what volunteers do so that we can fully recognize your contribution. In addition, many funding organizations require documentation of volunteer support when they consider grants to The Nature Conservancy.

By keeping careful records, you can help garner financial support for our conservation mission. Besides, we want to let you know how much we appreciate you, and your documented hours make sure we don't forget! We use a Google Form to log all volunteer hours in addition to paper hour log forms at events.

How to: Volunteers may document their hours by reporting them via email to the volunteer coordinator, traditional mail using the appropriate documentation form provided in Appendix D, or by filling out the appropriate information on the Google Form for Hour Submissions on the day of a group volunteer stewardship event. Volunteer hours should be submitted in a timely manner, on a quarterly basis, and/or upon request by the volunteer coordinator.

Guidelines for Appropriate Conduct

The Nature Conservancy is committed to maintaining the highest ethical standards in all of its operations. As a volunteer, you reflect the ideals of our organization and we know that you will represent us well. Following is a quick guide to help you understand what we expect from our volunteers. Training is available for volunteers at ConservationTraining.org. Full policy statements on Conflicts of Interest, Diversity, Sexual Harassment, Drug-Free Work Place, and Protection and Use of Confidential Information and Youth Safety are available upon request. You will be asked to sign a statement agreeing to adhere to these policies and procedures. Thank you for all you do to continue to build The Nature Conservancy's reputation and to ensure that we do our work legally and ethically with integrity at all times.

Work Ethics

- Be respectful of The Nature Conservancy, our mission, property, employees, volunteers, and visitors.
- Be on time. Please call ahead if you are going to be late. If you must cancel a scheduled volunteer activity, please contact a Conservancy representative as soon as possible.
- Keep confidential any sensitive information you learn during your volunteer assignment.
- Be properly dressed for scheduled activities.
- Use the property and equipment of The Nature Conservancy properly. They should be used for business-related purposes only and maintained adequately.
- Be drug and alcohol-free when volunteering, do not engage in unlawful behavior, and encourage others to follow your example.

Sexual Harassment

The Nature Conservancy will not condone or permit sexual harassment in the workplace. All members of the workforce, including volunteers, are required to abide by this policy.

Ohio Inclusivity Statement

The Nature Conservancy has a strong and abiding commitment to diversity in its workforce and in the people and groups with which it works. We are committed to a workplace in which all are welcomed, respected, supported, and appreciated. The differences and experiences of all who work or visit here are valued. Respect is shown not just in our words, but in our actions.

Conflict of Interest

Volunteers must refrain from engaging in any transaction in which personal interests conflict, potentially conflict, or appear to conflict with those of The Nature Conservancy. An actual or potential conflict of interest occurs when you are in a position to influence a decision that may result in a personal gain for yourself or for a relative as a result of The Nature Conservancy's business dealings.

Photography Release

At times, The Nature Conservancy staff and/or representatives take photographs of outdoor work projects, hikes, outdoor education classes, or special events. These photos are occasionally used for Conservancy publications, presentations, or other media-related purposes. As volunteers may often be included in these photos, we would like your permission to use photographs in which you might appear, and the

consent for and release of photography is included on the general volunteer application and within all volunteer agreements and liability waivers.

Safety Concerns

The Nature Conservancy takes the safety of our volunteers very seriously. For this reason, volunteers receive various types of safety training, including the proper use of certain tools, identification of potential hazards, and what to do in case of an emergency. Working on open space preserves entails potential exposure to adverse weather, biting and stinging insects, animals or plants, weather-related illnesses, and other injuries associated with work in rugged areas. Some preserves have rugged terrain and are remote. These risks are a natural part of open space, and as a volunteer you must be aware of, and be willing to accept, these risks. Additional items related to safety at our preserves can be located in the Ohio-specific field safety manual (available upon request). Hazards related to volunteering in the office setting includes but is not limited to: papercuts, misspellings, increased time in front of electronic screens, and lifting or stacking of boxes/materials >10lbs.

You will be asked to sign appropriate releases of liability (example provided in Appendix E) as a part of The Nature Conservancy's prudent risk management practices. Some of your activities as a volunteer could also demand a higher level of physical fitness. While we do nothing to limit your opportunities, you must select your activities responsibly and only assume tasks for which you are physically fit. For example, if you choose to become a trail patrol member and have limited hiking experience, don't patrol the remote areas of any preserve. As a volunteer, your safety as well as the safety of others must be of the highest priority, as it is for all who work for the Nature Conservancy.

While serving as a volunteer, you are responsible for your actions with respect to the property, safety, and well-being of all members of the public involved in your activities. Please observe and follow all safety precautions; wear and use proper equipment; and follow procedures. Be especially careful around equipment. All accidents and injuries must be reported to a Conservancy representative immediately. No injury is too small to be reported. Be familiar with the safety precautions appropriate to the job you'll be doing and the instructions given to you during training. It is your responsibility to ask questions when unsure of anything. No question about safety is too insignificant to ask.

Youth Safety

Helping children explore nature and all it has to offer is an important and rewarding part of our conservation efforts. Inspiring the next generation starts with ensuring their safety and well-being when they are with us. Given this important obligation, we want every young person with whom we come into contact to have a positive and rewarding experience. With this in mind, we want our staff and volunteers to have clear and consistent practices for working with children. We have created an extensive Youth Safety Program to make your relationship with The Nature Conservancy safe and enjoyable. As such, we have a commitment to youth safety that can be found in Appendix F.

Appendices

Appendix A: Volunteer Position Descriptions

Appendix B: Volunteer Application

Appendix C: Staff Volunteer Application

Appendix D: Volunteer Time Documentation

Appendix E: Volunteer registration and release of liability

Appendix F: Commitment to Youth Safety

Appendix G: Agreement to follow guidelines for appropriate conduct

Appendix A: Volunteer Position Descriptions

Office positions

1. Office Steward

Locations:

- **Grand River Conservation Campus (Rock Creek)**
- **Kitty Todd Preserve Office (Swanton)**
- **Eulett Center (West Union)**
- **Main Office (Dublin)**

Description: Office stewards help The Nature Conservancy in Ohio to do more with less through a donation of time and talents. Office stewards tackle numerous office tasks, thereby allowing the staff to focus on other important conservation and program development objectives. Our regional and main office needs are diverse and everchanging. The Community & Conservation specialist matches individual tasks and projects with the talents, skills and available time of the individual office stewards.

- **Time Commitment:** Variable and depending on project
- **Number of Volunteers Needed:** 2 to 4
- **Hazards:** papercuts, misspellings, increased time in front of electronic screens
- **Training required?:** Project dependent

Preserve Stewardship Positions

1. Preserve Carpentry, Construction, and Maintenance

Locations:

- **Northeast Ohio- Grand River Conservation Campus (Rock Creek)**
- **Northeast Ohio- Herrick Fen Preserve (Streetsboro)**
- **Northeast Ohio- Lucia Nash Preserve (Burton)**
- **Northwest Ohio- Kitty Todd Preserve (Swanton)**
- **Central Ohio- Big Darby Headwaters Preserve (East Liberty)**
- **Central Ohio- Browns Lake Bog (Shreve)**
- **Southern Ohio- Edge of Appalachia Preserve (West Union)**

Description: We need YOU to help make nature preserves the best that they can be. We know our volunteers are fountains of untapped knowledge, skills, and abilities. Some handyperson might find they can help us by fixing things and helping us to keep facilities operational. We are looking for someone who feels comfortable getting an explanation of a problem from the Preserves Manager and then working independently to fix it.

- **Time Commitment:** As needed
- **Number of Volunteers Needed:** As many as possible!
- **Hazards:** varied

- **Training required?:** Skills in trades such as carpentry, construction, auto mechanics, welding, plumbing, electrical, etc. are desired.

2. Native Plant Garden Maintenance

Locations:

- **Northeast Ohio- Grand River Conservation Campus (Rock Creek)**
- **Northwest Ohio- Kitty Todd Preserve (Swanton)**

Description: Our native plant welcome gardens will be the first thing that people see when visiting the Grand River Conservation Campus and Kitty Todd Preserves. It is important that we find dedicated volunteers who will ensure that it appears neat and well-kept at all times, so that visitors have a favorable first impression. This garden will serve as an educational tool to help preserve visitors learn to identify and appreciate the diversity of plants that exists in the region. This position requires volunteers to stoop, kneel, and get dirty while removing weeds from the gardens and transplanting native plants between beds.

- **Time Commitment:** 2 hours/week, April - October
- **Number of Volunteers Needed:** 2 - 3 at each location
- **Hazards:** Extreme weather conditions, potential exposure to biting insects
- **Training required?:** Native Plant identification and gardening skills preferred

3. Preserve(s) Monitors

Locations:

- **Northeast Ohio- Grand River Conservation Campus (Rock Creek)**
- **Northeast Ohio- Herrick Fen Preserve (Streetsboro)**
- **Northeast Ohio- Lucia Nash Preserve (Burton)**
- **Coastal Ohio- Great Egret Marsh (Lakeside Marblehead)**
- **Northwest Ohio- Kitty Todd Preserve (Swanton)**
- **Central Ohio- Big Darby Headwaters Preserve (East Liberty)**
- **Central Ohio- Browns Lake Bog (Shreve)**
- **Southern Ohio- Edge of Appalachia Preserve (West Union)**

Description: The Nature Conservancy's preserves protect some of the most rare and wonderful flora and fauna in northeast Ohio, and we need YOU to help monitor and take care of them. It is a tremendous help to TNC staff to have extra people visiting each of the preserves as often as needed. Without people helping to keep a watchful eye, the preserves are especially vulnerable to issues such as vandalism, dumping, poaching, illegal trespass, and ATV violations. When these issues occur, they must be addressed quickly, both for the safety of our visitors and to send the message that someone is paying attention. Preserve Monitors must have the ability to take photos of potential problems and to access email, use text messaging, and access other forms of communication to discuss issues with the Preserves Manager. Preserves Monitors should be comfortable using aerial imagery and mapping systems such as Google Earth to communicate locations of potential problems with the Preserves Manager.

- **Time Commitment:** Though Preserve Monitors are needed as often as once a week at some preserves, however any commitment of time is appreciated.
- **Number of volunteers needed:** As many as possible!
- **Hazards:** Poison ivy/sumac, possible exposure to stinging insects, inclement weather conditions
- **Training required:** Yes, discussion with TNC staff to review situation response procedures.

4. Land Stewardship Position: Independent Preserve Stewards

Locations:

- **Northeast Ohio- Grand River Conservation Campus (Rock Creek)**
- **Northeast Ohio- Herrick Fen Preserve (Streetsboro)**
- **Northeast Ohio- Lucia Nash Preserve (Burton)**
- **Coastal Ohio- Great Egret Marsh (Lakeside Marblehead)**
- **Northwest Ohio- Kitty Todd Preserve (Swanton)**
- **Central Ohio- Big Darby Headwaters Preserve (East Liberty)**
- **Central Ohio- Browns Lake Bog (Shreve)**
- **Southern Ohio- Edge of Appalachia Preserve (West Union)**

Description: Independent Preserve Stewards provide support to the Preserves Manager by protecting and maintaining some of the most rare and wonderful flora and fauna in Ohio. It is necessary to ensure that preserves are well-maintained and free from problems such as litter, vandalism, and invasive species, both so that they can be a source of pride for the community and to protect rare plants and animals. Preserve Stewards may choose to focus on maintenance activities such as picking up trash and/or helping with the ecological management of the preserve by removing invasive species. This position requires volunteers to collect and dispose of litter and debris from around the preserves and it may require working alongside TNC staff, other volunteers, or alone (once trained) to control invasive plant species. It may require lifting of some heavy objects, safe/proper use of herbicide, and hiking over unimproved ground. Preserve Stewards need to have the ability to communicate via email, text message, and other forms of communication.

- **Time commitment:** Ideally, preserve stewards will visit preserves at least once a month, however any commitment of time is appreciated.
- **Number of volunteers needed:** As many as possible!
- **Hazards:** sharp objects, falling limbs, uneven terrain, possible exposure to insects and poison ivy/sumac.
- **Training required?:** YES. Valid driver's license a plus.

5. Mowing Steward

Locations:

- **Northeast Ohio- Grand River Conservation Campus (Rock Creek)**
- **Northeast Ohio- Herrick Fen Preserve (Streetsboro)**
- **Northeast Ohio- Lucia Nash Preserve (Burton)**
- **Coastal Ohio- Great Egret Marsh (Lakeside Marblehead)**
- **Northwest Ohio- Kitty Todd Preserve (Swanton)**

- **Central Ohio- Big Darby Headwaters Preserve (East Liberty)**
- **Central Ohio- Browns Lake Bog (Shreve)**
- **Southern Ohio- Edge of Appalachia Preserve (West Union)**

Description: Visiting TNC Ohio preserves is often the first experience people have with our organization. It is important that we have dedicated volunteers who take pride in knowing that they help make them appear neat and well-kept so that visitors and potential donors will experience a favorable first impression. Parts of the open preserves are mowed to provide a park-like setting for visitors and to maintain trail access. TNC will provide a tractor with a mower attachment or a riding mower. This position should not be very physically demanding, but it requires being outdoors in the direct sunlight.

- **Time Commitment:** Approx. 3 - 4 hours every other week from April - September
- **Number of Volunteers Needed:** 2 to 4
- **Hazards:** Sunlight, potential exposure to bees, equipment noise, uneven terrain
- **Training required?:** Yes, safe tractor/riding mower operation

Staff Volunteer Positions

1. Team Nature Center Volunteers

Location: Northeast Ohio- Dr. James K. Bissell Nature Center

Description: Team Nature Center is a group of staff volunteers who have taken on the responsibility of running the Dr. James K. Bissell Nature Center located at the Grand River Conservation Campus at the Conservancy's Morgan Swamp Preserve in Ashtabula County. The Dr. James K. Bissell Nature Center offers educational opportunities to the public including workshops, guided hikes, natural history presentations, and more. The Nature Center also offers K-12 curricula designed to support state educational standards.

Team Nature Center volunteers will aid in the planning, development, and implementation of:

- Exhibits, displays, and interactive educational materials
- Educational programs
- Interpretive hikes
- Outreach and promotional materials
- Staffing the Nature Center
- Native Garden
- Administrative/office duties such as scheduling, filing, and data management

Time commitment: Nature Center Volunteers will attend monthly group meetings in addition to individual committee meetings, and lead or assist with events and programming as they are scheduled and available, however any commitment of time is appreciated.

Number of volunteers needed: As many as possible!

Hazards: use of power tools

Training required?: Yes, training will be provided for Team Nature Center Volunteers.

2. Preserve Staff Volunteer Crew Leader

Locations:

- **Northeast Ohio- Grand River Conservation Campus (Rock Creek)**
- **Northeast Ohio- Herrick Fen Preserve (Streetsboro)**
- **Northeast Ohio- Lucia Nash Preserve (Burton)**
- **Coastal Ohio- Great Egret Marsh (Lakeside Marblehead)**
- **Northwest Ohio- Kitty Todd Preserve (Swanton)**
- **Central Ohio- Big Darby Headwaters Preserve (East Liberty)**
- **Central Ohio- Browns Lake Bog (Shreve)**
- **Southern Ohio- Edge of Appalachia Preserve (West Union)**

Description: Staff Volunteer Crew Leaders provide support to the Preserves Manager by leading volunteers on projects focused on protecting and maintaining preserves. Staff Volunteer Crew Leaders may choose to focus on maintenance activities such as picking up trash, conducting surveys, planting trees/native plants, collecting seeds, conducting trail maintenance and repairs, and/or helping with the management of the preserve by removing invasive species. This position requires ability to identify common native and invasive species, lead and supervise volunteers of all ages on the project in a safe and effective manner and work alongside TNC staff, other volunteers, or alone (once trained) on projects identified by staff.

It may require lifting of some heavy objects, safe/proper use of herbicide, and hiking over unimproved ground. Staff Volunteer Crew Leaders need to have the ability to communicate via email, text message, and other forms of communication. Staff Volunteer Crew Leaders must complete the Staff Volunteer Selection & Youth Qualification Process which includes but not limited to: completing a staff volunteer application and interview with the program manager, having references checked, completing online and in person trainings, and successfully completing a background screening related to the Youth Safety Policies and Procedures.

- **Time commitment:** Ideally, individuals will lead volunteer events at preserves at least once a month spring-fall, however any commitment of time is appreciated.
- **Number of volunteers needed:** 5
- **Hazards:** sharp objects, falling limbs, uneven terrain, possible exposure to insects and poison ivy/sumac.
- **Training required?:** YES. Valid driver's license a plus.

3. Preserve Outreach and Guided Hike Leader

Locations:

- **Northeast Ohio- Grand River Conservation Campus (Rock Creek)**
- **Northeast Ohio- Herrick Fen Preserve (Streetsboro)**
- **Northeast Ohio- Lucia Nash Preserve (Burton)**
- **Coastal Ohio- Great Egret Marsh (Lakeside Marblehead)**
- **Northwest Ohio- Kitty Todd Preserve (Swanton)**
- **Central Ohio- Big Darby Headwaters Preserve (East Liberty)**
- **Central Ohio- Browns Lake Bog (Shreve)**

- Southern Ohio- Edge of Appalachia Preserve (West Union)

Description: Staff Volunteer Outreach and Hike Leaders provide support to the Nature Conservancy in Ohio by leading individuals on guided hikes at preserves we help to protect and conserve and table community outreach events as they are available. Staff Volunteer Outreach and Hike Leader may choose to focus on a specific preserve location, group of preserves in a region, or specific city/driving distance for outreach events. This position requires ability to identify common native and invasive species, lead and supervise hike participants of all ages on the project in a safe and effective manner and work alongside TNC staff, other volunteers, or alone (once trained) at outreach events identified by staff.

It may require hiking over uneven and unimproved ground. Staff Volunteer Outreach and Hike Leaders need to have the ability to communicate via email, text message, and other forms of communication. Staff Volunteer Outreach and Hike Leader must complete the Staff Volunteer Selection & Youth Qualification Process which includes but not limited to: completing a staff volunteer application and interview with the program manager, having references checked, completing online and in person trainings, and successfully completing a background screening related to the Youth Safety Policies and Procedures.

- **Time commitment:** Ideally, individuals will lead guided hikes at preserves at least once a month spring-fall, however any commitment of time is appreciated. Participation in outreach tabling events as determined by staff as you are available is acceptable.
- **Number of volunteers needed:** 2 per region
- **Hazards:** sharp objects, falling limbs, uneven terrain, possible exposure to insects and poison ivy/sumac.
- **Training required?:** YES.

4. Regional Outreach Volunteer

Locations:

- Northeast Ohio- Cleveland
- Northwest Ohio- Toledo
- Central Ohio- Columbus
- Southern Ohio- Cincinnati

Description: Outreach volunteers provide support to our chapter by staffing tables and booths at professional conferences and community outreach events and are seen as representatives of The Nature Conservancy. This involves informing the public about TNC, sharing details about the work we do in Ohio, signing individuals up for email updates about TNC and volunteer opportunities, and working with staff to answer any follow up questions that arise from the event. Outreach volunteers need to be passionate about our mission and conservation, able to engage the public in a variety of settings, and demonstrate effective communications skills. Outreach volunteers need to have the ability to communicate via email and text message, and have availability on evenings and weekends for events.

- **Time commitment:** Variable (event specific)
- **Number of volunteers needed:** 2-5 per region
- **Hazards:** Event specific but could include adverse weather conditions.
- **Training required?:** YES. Valid driver's license needed.

Volunteer Information Form

(Please fill out completely, sign and return to the physical address above or email to ohvolunteer@tnc.org)

Personal Information

First Name _____ Last Name _____ Date _____

Street Address _____

City _____ OH _____ Zip _____ County _____

Primary Telephone _____ Email _____

Emergency Contact Information

Name _____ Home Phone _____ Cell Phone _____

Do you have any health concerns or special needs we should be aware of? ☐ Yes ☐ No

Volunteer Position Preferences

Please Indicate the type of volunteer position(s) you are interested in.

- ☐ Preserve Stewardship ☐ Office ☐ Workday Crew Leader ☐ Outreach Volunteer
☐ Virtual Office Tasks ☐ Education/Youth Engagement ☐ Preserve Monitoring

Please indicate the geographic area(s) where you are interested in volunteering. More information about where we have regular volunteer preserve management activities can be found at www.nature.org/ohio or by contacting the volunteer coordinator at 614-717-2770.

- ☐ NW (Toledo area) ☐ NE (Cleveland area) ☐ Central (Columbus area)
☐ SE (Athens area) ☐ SW (Cincinnati area) ☐ Entire State

I wish to receive emails about volunteer opportunities in Ohio

☐ Yes ☐ No

Your Knowledge, Motivation and Abilities

Please take the time to jot down a bit about yourself and what your motivation is to join the volunteer program. Also describe the abilities and knowledge you possess that you'd like to contribute. If you are unsure at this point simply leave blank and watch for volunteer opportunities via the email address you provided above.

Your Interests and Skills

Please use the table below to indicate what areas are of interest to you and which areas your personal/professional skills also apply. Check the left box to indicate interest, and the right box to indicate a skill.

Interest	Skill	Interest	Skill
<input type="checkbox"/>	<input type="checkbox"/>	Administrative/Office/Reception	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Advocacy	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Artist	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Ballot Initiatives	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Bird Survey/Identification	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Birding/Ornithology	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Carpentry/Construction	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Coastal Resilience and Habitat	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Computer Network Administration	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Computer Programming	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Conservation Planning	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Consulting	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	CPR/EMT/First Aid	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Cultural/Heritage Programs	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Data Entry	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Database Design/Admin	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Easement Monitoring	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Editing/Writing	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Engineering	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Equipment Operation and Maintenance	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Event Assistance	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Event Planning/Coordination	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Event Tabling	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Facilities Maintenance	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Fence Maintenance	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Field Trip/Hike Leader	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Fundraising	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Garden Volunteer	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	GIS/Spatial Mapping	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Grant Proposal Writing	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Graphic Design	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Hardware/Software Support	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Hunting	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Indoor work	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Invasive Species Control	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Landscape Architecture	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Landscaping	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Legal	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Legislative Research/Writing	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Lobbying	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Native Plant Propagation	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Naturalist	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Outdoor work	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Outreach	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Photography/Videography	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Prescribed Fire	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Preserve Visitor Engagement	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Project Management	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Public Program Educator	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Recycling	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Research and Monitoring	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Restoration	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Science Librarian	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Seed Collection	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Social Media	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Steward/Preserve Caretaker	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Trail Maintenance	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Trash Collection	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Tree Planting	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Volunteer Management	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Watershed Clean up	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Work Crew Leader	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Workday Greeter/Hospitality	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Youth Educator	<input type="checkbox"/>

Other Not Listed Above:

Volunteer Release Form

I understand that my volunteer work with The Nature Conservancy may involve difficult conditions, uneven terrain, unanticipated natural hazards, use of equipment, and/or strenuous manual labor. I undertake all activities at my own risk and agree, for myself and my heirs, to release The Nature Conservancy from any liability for injury to myself or damage to my possessions which may occur in connection with these Conservancy-related service activities.

☐ By checking this box, I acknowledge that I have read and understand the paragraph above **(required)**.

Confidentiality Statement

As a volunteer for The Nature Conservancy, I acknowledge that I may have access to confidential and privileged information and materials obtained through my affiliation with The Nature Conservancy. I shall not share any such information or materials with anyone within or outside the organization not intended to receive them. This includes, but is not limited to the following:

- Specific locations of "closed" preserves, which might lead to unauthorized visits;
- Specific locations of rare plants or animals, which might lead to unauthorized collecting;
- Nature Conservancy financial, membership, or donor information in files, databases or mailings;
- Information about conservation planning priorities or Site Information Packets.

☐ By checking this box, I acknowledge that I have read and understand the paragraph above **(required)**.

Consent and Release for Publication of Photographs

I hereby grant The Nature Conservancy permission to take photographs of me, and irrevocably consent to and authorize the use and reproduction by The Nature Conservancy, or anyone duly authorized by The Nature Conservancy, of any and all such photographs, for any legitimate purposes, including for advertising, trade, and editorial purposes, at any time in the future in all media now known or hereafter developed throughout the world. I also consent to the use of my name in connection with such photos. I hereby release, indemnify, and hold harmless The Nature Conservancy and its officers, directors, agents, and employees from any and all claims which may result at any time by reason of the use of my image and name, including, without limitation, claims of privacy. My heirs, executors, administrators, and assigns shall be bound by this consent and release. I am over the age of 18.

☐ By checking this box I acknowledge that I have read and understand the paragraph above (required).

If Applicant is Under the Age of 18

I represent that I am the parent/guardian of the above-named person. I hereby grant permission of this minor to engage in these volunteer activities. I hereby consent to the foregoing in my behalf, and on his/her behalf, relinquish and assign all rights, title and interest, if any in said photographs, and release, indemnify and hold harmless The Nature Conservancy and its officers, directors, agents, and employees from any and all claims which may result at any time by reason of their use. Volunteers under 18 years of age must be accompanied by a parent or guardian to every project or event. Regardless of age, all volunteers (or their parent/guardian) are required to read and sign a waiver of liability form on site before participating in field preserve management activities. **Persons under the age of 13 are prohibited from filing out this form.**

☐ By checking this box I acknowledge that I have read and understand the paragraph above (required).

PLEASE SIGN BELOW FOR APPLICABLE BOXES CHECKED ABOVE

Name (Please Print)

Signature

Date

Appendix C: Staff Volunteer Application

Staff Volunteer Application Form (Contact with Youth)

Mail to Angela Burke at 6375 Riverside Drive, Suite 100 Dublin, Ohio 43017

Name: _____ Preferred Name: _____

Current Date: _____

Address _____ City _____ Zip _____

How long have you lived at this address? _____

Phone Number (Home) _____ (Work) _____ (Cell) _____

Email _____

Birthday (Day and Month) _____ (must be over 18 years of age)

The Conservancy is committed to Youth Safety and has a comprehensive Youth Safety Program. Some of these questions are pursuant to the needs of that Program. Volunteers who may have contact with Youth and are acting on the Conservancy's behalf will need to undergo a background check, an interview, reference checks, and training. Thank you for your interest and commitment to helping us ensure the safety of the Youth entrusted to us.

Where are you employed (or volunteering) currently?

What volunteer positions interest you?

Please indicate the type of volunteer positions you prefer: _____

Why do you want to be a Volunteer for the Conservancy?

Describe briefly your volunteer experience, work you have done with youth or community groups, and training you've received as part of that work or volunteering experience(s).

Weekly hours Monthly hours

Please list three references. Include business associates, employers, or social friends. (Do not list relatives.) Be sure you include persons who can provide information about your qualifications and suitability for working as a volunteer with The Nature Conservancy.

Name,	Address
-------	---------

Email: _____

Name,	Address
-------	---------

Email:

Email:

I understand that my enrollment as a Volunteer is contingent upon successful completion of the application process. I give my permission for the above-named references to release information about me.

Because this volunteer role may involve contact with Youth, the attached form I also sign to acknowledge receipt of the **Disclosure Regarding Background Investigation for Staff Volunteers** and to authorize the Conservancy through its vendor to obtain background reports on me. I also understand that certain trainings will be required in order for me to qualify to work with youth for the Conservancy.

I understand that The Nature Conservancy does not discriminate on the basis of race, color, national origin, sex, disability, age, religion, disability, political beliefs, sexual orientation, gender identity, marital status, family status, military or veteran status, or other status protected by law in all locations where the Conservancy works and that this application will be handled in a confidential manner.

I certify that the above information is correct. I agree to inform the Conservancy of any changes.

Signature: _____ Date _____

Print Name: _____

Return this form to: Angela Burke at angela.burke@tnc.org if able to do so electronically, or at the above listed mailing address.

Thank you for your willingness to share your talents!

Appendix D: Volunteer Hour Log

By signing here you are certifying that the information on this form is complete and accurate.

Volunteer Crew Chief (Print Name/Sign Name): _____

Staff Certification (Print name/Sign Name)*: _____

Preserve: _____ Tract: _____

Project Name: _____ Project #: _____ Award I.D.: _____

[illegible]

Appendix E: Volunteer registration and release of liability

**VOLUNTEER REGISTRATION AND RELEASE OF LIABILITY -
STEWARDSHIP ACTIVITIES FOR THE NATURE CONSERVANCY**

Preserve, County, State: _____

Date of Volunteer Activities: _____

Crew Leader: _____

Description of Volunteer Stewardship Activities:

In consideration of my participation as a volunteer member of a work crew of The Nature Conservancy ("Conservancy") performing stewardship activities, I agree as follows:

1. I will follow the instructions of the crew leader, and if I have a Youth with me, I will ensure they will follow the instructions as well.
2. I understand the proper operation of the equipment I am to use. I understand that my participation in this work may involve sustained strenuous physical activity.
3. I am in good health and I am aware of no physical problem or condition which will limit or interfere with my ability to participate as a member of the crew under either predicted or emergency conditions (and if I have a Youth with me, I make the same representation regarding their good health with no physical problem or condition to limit their ability to participate). I also understand that medical attention may not be readily available.
4. I understand that the stewardship activities may involve dangerous activities or situations. I agree that I (and any Youth with me) am participating on the crew at my (our) own risk, and acknowledge that the Conservancy has made no warranty or representation, express or implied, regarding the safety of conducting this work for the Conservancy.
5. I understand that I am not an employee of the Conservancy and that I will receive no compensation or other employment-related benefits from the Conservancy (nor will any Youth with me).
6. On behalf of myself, my heirs, successors and assigns, I hereby forever release, indemnify and hold the Conservancy, its officers, directors, employees and agents, harmless from and against any and all claims, liabilities, losses, damages, costs and expenses arising from or in any way related to, my service as a volunteer. I intend this release to be effective, regardless of whether the claim of liability is asserted in negligence, strict liability in tort, or other theory of recovery.

7. As a volunteer for the Conservancy, I acknowledge that I may have access to confidential and privileged information and materials obtained through my affiliation with the Conservancy. I shall not share any such information or materials with anyone within or outside the organization not intended to receive them. This includes, but is not limited to, the following:
- Specific location of “closed” preserves, which might lead to unauthorized visits;
 - Specific location of rare plants or animals, which might lead to unauthorized collecting;
 - Information about conservation planning priorities.
8. I grant the Conservancy permission to take photographs and video recordings of me (and my child) and to display, publish, or otherwise use any photographs, video recording, or any other media associated with the activity, including any media which contains my (and my child’s) image or likeness, for the Conservancy’s purposes. I also consent to the use of my (and my child’s) name in connection with such images. I release, indemnify, and hold harmless the Conservancy and its officers, directors, agents and employees from any and all claims which may result at any time by reason of the use of my (and my child’s) image and name, including, without limitation, claims of privacy. My (child,) heirs, executors, administrators and assigns shall be bound by this consent and release.

By signing below, I acknowledge that I have thoroughly read and understand this form and that the statements I have made in it are all true, and that I am at least 18 years of age or, if I am not 18 years of age, the signature and consent of my parent or legal guardian is included below.

Please note: your own health insurance will be primary in the event of an injury. The Conservancy has an insurance policy that can provide secondary coverage if applicable.

Volunteer’s Signature: _____

Volunteer’s Printed Name: _____

Date: _____

Acknowledgment by Crew Leader

By signing below, I acknowledge that I have thoroughly reviewed this form with the volunteer named above.

Signature of Crew Leader

Date

PARENTAL CONSENT FOR PARTICIPATION BY MINORS (under the age of 18 years of age)

I am the parent or legal guardian of _____ who has my permission to participate in the volunteer stewardship activities described above. I make all of the representations and agree to all of the terms specified above with respect to this Youth’s participation in these activities.

Parent/Guardian’s Signature: _____

Printed Name: _____ Date: _____

**VOLUNTEER REGISTRATION AND RELEASE OF LIABILITY -
STEWARDSHIP ACTIVITIES FOR THE NATURE CONSERVANCY
WITH HERBIBICIDE APPLICATION**

Preserve, County, State: _____

Date of Volunteer Activities: _____

Crew Leader: _____

Description of Volunteer Stewardship Activities:

In consideration of my participation as a volunteer member of a work crew of The Nature Conservancy ("Conservancy") performing stewardship activities, I agree as follows:

1. I will follow the instructions of the crew leader.
2. I understand the proper operation of the equipment I am to use. I understand that my participation in this work may involve sustained strenuous physical activity.
3. I am familiar with and understand the proper techniques for use of the chemicals described above in a safe and effective way. I understand that I will be applying those chemical and I am aware of any health risks associated with the use of these chemicals. I agree to take proper precautions in using these chemicals to minimize the health risks to myself and others. Following application, I agree to store or dispose of any remaining chemicals in accordance with the directions of the Conservancy and any applicable laws and regulations.
4. I am in good health and I am aware of no physical problem or condition which will limit or interfere with my ability to participate as a member of the crew under either predicted or emergency conditions. I also understand that medical attention may not be readily available.
5. I understand that the stewardship activities may involve dangerous activities or situations. I agree that I am participating on the crew at my own risk, and acknowledge that the Conservancy has made no warranty or representation, express or implied, regarding the safety of conducting this work for the Conservancy.
6. I understand that I am not an employee of the Conservancy and that I will receive no compensation or other employment-related benefits from the Conservancy.
7. On behalf of myself, my heirs, successors and assigns, I hereby forever release, indemnify and hold the

Conservancy, its officers, directors, employees and agents, harmless from and against any and all claims, liabilities, losses, damages, costs and expenses arising from or in any way related to, my service as a volunteer. I intend this release to be effective, regardless of whether the claim of liability is asserted in negligence, strict liability in tort, or other theory of recovery.

8. As a volunteer for the Conservancy, I acknowledge that I may have access to confidential and privileged information and materials obtained through my affiliation with the Conservancy. I shall not share any such information or materials with anyone within or outside the organization not intended to receive them. This includes, but is not limited to, the following:
- Specific location of "closed" preserves, which might lead to unauthorized visits; • Specific location of rare plants or animals, which might lead to unauthorized collecting;
 - Information about conservation planning priorities.
9. I grant the Conservancy permission to take photographs and video recordings of me and to display, publish or otherwise use any photographs, video recording, or any other media associated with the stewardship activities, including any media which contains my image or likeness, for the Conservancy's purposes. I also consent to the use of my name in connection with such images. I release, indemnify and hold harmless the Conservancy and its officers, directors, agents and employees from any and all claims which may result at any time by reason of the use of my image and name, including, without limitation, claims of privacy. My heirs, executors, administrators and assigns shall be bound by this consent and release.
10. By signing below, I acknowledge that I have thoroughly read and understand this form and that the statements I have made in it are all true, and that I am at least 18 years of age or, if I am not 18 years of age, the signature and consent of my parent or legal guardian is included below.

Please note: The Conservancy provides secondary insurance coverage to **supplement** your own health insurance in the event of injury. If you would like more information about our policy, please ask for a pamphlet.

Volunteer's Signature: _____

Volunteer's Printed Name: _____

Date: _____

Acknowledgment by Crew Leader

By signing below, I acknowledge that I have thoroughly reviewed this form with the volunteer named above.

Signature of Crew Leader

Date

Appendix F: Commitment to Youth Safety

Youth Safety at The Nature Conservancy

Helping children explore nature and all it has to offer is an important and rewarding part of TNC's conservation efforts.

Inspiring the next generation starts with ensuring their safety and wellbeing when they are with us. We want every young person we come into contact with to have a positive and rewarding experience.

Given this important obligation, we want our staff and volunteers to have clear and consistent practices for working with children. We have created an extensive Youth Safety Program and we need you (and your children) to help us make your relationship with The Nature Conservancy safe and enjoyable.

All staff and volunteers who work with Youth must sign and commit to our Commitment to Youth Safety (see reverse). In addition, there are rules for interacting and communicating with Youth that they must follow.

Off-Site Contact:

Sometimes our staff and volunteers will be interacting with your children away from Conservancy property. Here are some things to keep in mind:

Appropriate Off-Site Contact	INAPPROPRIATE Off-Site Contact
<p><i>Always with parents' permission:</i></p> <ul style="list-style-type: none"> Taking groups of Youth on an outing <p>Attending activities with a group of Youth</p> <ul style="list-style-type: none"> Attending functions at a Youth's home, with parents present Home visits, with parents present 	<ul style="list-style-type: none"> Taking one Youth on an outing without the parents' written permission Visiting one Youth in the Youth's home, without a parent present Entertaining one Youth in the home of a Conservancy Employee or Staff Volunteer A lone Youth spending the night with a Conservancy Employee or Staff Volunteer

Communications to and about Youth:

Social media and other electronic forms of communication are wonderful ways of spreading our message and interacting with others. However, there are associated risks with using these forms of communication.

Communication with Youth should be <u>Open and Professional</u>
<ul style="list-style-type: none"> Communications should only be about Conservancy activities and mission and always comply with the Commitment to Youth Safety. No private messaging between adults and Youth. Adults may never friend Youth with their private account-only TNC accounts. Open social media (Twitter, Instagram and public Facebook pages) are a great way for TNC staff to communicate with Youth. Any emails or texts to Youth must also have parents or another TNC staff member copied.

If you ever have a concern about a TNC staff member or volunteer, or another Youth at a TNC event, please do not hesitate to reach out to us at compliance@tnc.org.

COMMITMENT TO YOUTH SAFETY

I agree that, in the course of activities conducted by or on behalf of The Nature Conservancy (TNC), I will abide by the following TNC Youth Safety Commitment, and that I will:

1. Treat Youth with respect and dignity regardless of race, color, sex, age, language, religion, political or other opinion, national, ethnic or social origin, property, disability, sexual orientation, gender identity, and birth or other personally defining characteristics or status,
2. Plan activities with Youth to protect and enhance the highest level of safety of the Youth involved, whether or not the Youth is accompanied by parents/family,
3. Adhere to uniform standards of physical contact and other conduct as outlined in the Manual, and avoid physical contact with Youth when out of close proximity to or outside the view of other adults,
4. Avoid being alone with one Youth, and in the rare circumstances that being alone with one Youth is unavoidable, follow the guideline for One-on-One Activities in the Manual,
5. When working with a group of Youth, wherever possible, ensure that another adult is present or nearby,
6. Be sensitive to and observe boundaries with respect to language, conversation, and physical contact provided in this SOP and the Manual, following local and regional norms if these norms are more restrictive than the standards,
7. For overnight Activities With Youth, provide high levels of supervision and follow the guideline for Monitoring High Risk Activities, Overnight Activities in the Manual, and
8. Follow any program specific Youth safety guidelines and safety plans for managing boundaries and high risk Activities With Youth.

I understand that the following conduct is prohibited:

1. Hitting, physically assaulting, punishing, or abusing Youth, through the use of any actual or threatened physical contact,
2. Verbally or psychologically abusing Youth (including shaming, bullying, humiliating, belittling or degrading Youth),
3. Using or being under the influence of alcohol or illegal drugs in the presence of Youth,
4. Giving money or a personal gift to an individual Youth (a standardized gift given to all Youth in a group or a unique award publicly given in special recognition may be permitted),
5. Commenting on or staring at Youths' bodies or being nude or inappropriately dressed in the presence of Youth, and
6. Dating or sexual activity with Youth, regardless of local age of majority or age of consent. Sexual activity is defined as any actual or threatened touching of sexual areas of the body, non-contact sexual activity (verbal acts, sexually suggestive written or electronic communications, exposure or voyeurism), or exposing Youths to sexual material. Sexual activity includes actions that result in intentional or unintentional, actual or potential, harm to Youth.

If you ever have a concern about a TNC staff member or volunteer, or another Youth at a TNC event, please do not hesitate to reach out to us at compliance@tnc.org.

Appendix G: Agreement to follow guidelines for appropriate conduct

Volunteer Agreement to Follow
Guidelines for Appropriate Conduct

I have read the information in the Volunteer Handbook, including the Appendices, and have had the opportunity to ask questions and discuss the materials in the Handbook. If I have any more questions or concerns, I will let a Nature Conservancy representative know.

As a volunteer for The Nature Conservancy, I agree to follow the guidelines included in the above Work Ethics, Safety, Sexual Harassment, Diversity and Conflict of Interest and Youth Safety policies, and encourage others to do the same.

Print name _____

Signed _____

Date _____

For office use only:

Received and verified by:

TNC Representative: _____

Date: _____