



ALGANSEE • BRONSON • COLDWATER
QUINCY • SHERWOOD • UNION TWP.

VOLUNTEER POLICY

Adopted: November 21, 2016

Last Revised: May 19, 2025

Volunteers Defined

Volunteers are people age 14 or older who provide special, unusual, or supplemental services to the library without wages or benefits. Volunteers do not take the place of paid staff and will not be allowed to work at the circulation desk or have access to confidential patron records. Only library employees are allowed to work at the circulation desk and have access to confidential patron records.

How to Become a Volunteer

Volunteers must complete and sign an application form and waiver and submit it to the Branch Manager or Volunteer Coordinator at the branch where they want to volunteer. Volunteers under 18 years of age must have a valid work permit, in addition to their application signed by a parent or guardian. Volunteers may be accepted if there is a suitable job match after skills, interest, location, schedule, and needs of the branch are considered.

Volunteer Hours of Work and Supervision

- A Branch Manager or Volunteer Coordinator from each branch will train and supervise the volunteers assigned to their branch.
- Volunteers are expected to commit to at least two hours a week. Dates and hours will be scheduled jointly by the Branch Manager or the Volunteer Coordinator and the volunteer. Each volunteer must record their hours on the volunteer log.
- Those under 18 years of age will have limitations on the number of hours they can volunteer in accordance with the Michigan Youth Employment Standards Act.



BDL ADMINISTRATIVE OFFICES

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- Volunteers must notify their Branch Manager or Volunteer Coordinator in advance if they are unable to fulfill their assigned hours.

Volunteer Code of Conduct

Volunteers are representatives of the Branch District Library (BDL). As such, they are expected to wear their BDL name tags at all times when on duty. They must wear appropriate clothing for public library and must present a neat and clean appearance. The Branch Manager or Volunteer Coordinator will tell you in advance what is appropriate attire for the library. Volunteers are also responsible for abiding by the same work and behavior codes as employees.

The following activities by volunteers are prohibited. Violations may result in immediate termination of the volunteer's work with the BDL.

- Stealing, abusing, misusing, removing or deliberately destroying library property.
- Distributing, dispensing, possessing, or using a controlled substance while on duty.
- Engaging in any form of sexual or other harassment in a BDL facility or other assigned work location, or engaging in such behavior toward another BDL employee, volunteer or patron.
- Misusing BDL communication equipment and systems including, but not limited to, computers, telephones, printers and fax machines.
- Using tobacco products within, or on the grounds of, a BDL facility when on a BDL work assignment.
- Wearing improper attire or having an inappropriate personal appearance.
- Engaging in, or threatening, acts of workplace violence.
- Solicitation of staff and library patrons is not permitted on the premises of the Branch District Library facilities by agencies or for -profit, non-profit, or charitable causes.

Possible Volunteer Duties

Under direction of the Branch Manager or Volunteer Coordinator, the following list includes, but is not limited to, a broad range of tasks suitable for volunteers. Not all tasks are available at all locations.

Collection Maintenance

- Sort carts in preparation for shelving.

- Check shelves for accuracy and straighten as needed.
- Shift books.
- Shelf when there is a backlog or shelving emergency.

Clerical

- Remove barcodes from books and stamp "discard."
- Clean materials.
- Cut out craft materials to prepare for programs.
- Clip newspaper articles.
- Prepare new patron packets.
- Stamping envelopes.
- Check email for genealogy requests.

Interaction with the Public

- Assist with crafts at story-time.
- Assist with genealogical research.
- Assist with book discussion.
- Assist the public with computer questions.

Displays

- Assist with preparation of book displays and display case.
- Assist with bulletin board displays.

Book Sales

- Sorting donations for condition and category.
- Restocking ongoing book sale shelves.

VOLUNTEER APPLICATION

Date:_____ Library Branch:_____

Name (Last, First, Middle Initial)_____

Address:_____

Telephone (Home):_____ (Other):_____

Email address:_____

Age? (Volunteers must be 14 or older):_____

Emergency Contact:

Name:_____ Relationship:_____

Telephone (Home):_____ (Other):_____

Why do you want to be a library volunteer?_____

If you have any previous or current volunteer work, please describe it:_____

Do you need any accommodations in order to perform any of the tasks listed?_____

How long do you want to be a BDL volunteer?

_____ Under 1 month _____ 1-6 months _____ More than 6 months

Do you wish to volunteer a regular number of hours per week? ___Yes ___No

Approximately how many hours per week would you like to volunteer?_____

Please indicate day and time preferences:_____

WAIVER

I understand that I am applying to be a Volunteer of the Branch District Library, not an employee, and I expressly waive any right I may have at this time or hereafter to claim that I was in fact, an employee of the Library for any purpose whatsoever. I understand the difference in being an employee and being a Volunteer.

Signature of Volunteer: _____

Date: _____

Signature of Parent or Guardian (if under age 18): _____

Date: _____

Parent or Guardian contact number: _____

Applications will be kept on file for six months.

Staff Use Only

Date volunteer started: _____

Branch location: _____

