



Youth Policy for the Construction Site

Habitat for Humanity of the Chesapeake (HFHC) values the opportunity to work with enthusiastic young adults to rehabilitate homes, develop leadership skills, and experience the rewards of working in partnership to provide simple, decent, affordable homeownership opportunities. Our youth policy is intended to accommodate younger volunteers on the construction site while recognizing the dangers inherent in our work.

IN THE INTEREST OF SAFETY, HABITAT FOR HUMANITY OF THE CHESAPEAKE DOES NOT ALLOW VOLUNTEERS UNDER THE AGE OF 16 ON A HFHC WORK SITE WHILE THERE IS CONSTRUCTION/REHABILITATION WORK ACTIVELY IN PROGRESS.*

ANY VOLUNTEER UNDER THE AGE OF 18 IS CONSIDERED A *YOUTH VOLUNTEER* AND IS SUBJECT TO THE SAFETY PRECAUTIONS EXPLAINED BELOW.

- An Adult Advisor over the age of 21 must accompany ***Youth Volunteers***.
 - In a group setting, there must be a minimum of one Adult Advisor for every four Youth Volunteers. (A small group has a minimum of one advisor and a maximum of four youth volunteers. A full group has a minimum of two advisors and a maximum of eight youth volunteers.)
 - It is not necessary that the Adult Advisor have any practical construction experience, although it helps. The only qualification for this position is an interest in helping youth.
 - The Adult Advisor's primary responsibility is to oversee the work of the Youth Volunteer(s) **to ensure a safe and efficient construction site**.
 - An Adult Advisor, ideally, is someone who is patient, willing to step back and give the youth volunteers an opportunity to lead and someone who will encourage participation by all of the youth.
 - The Adult Advisor must be physically present on site for the entire day.
 - Safety is to be considered at all times. The Adult Advisor is accountable for the discipline of the group and for enforcing the site rules explained by the site supervisor. If a HFHC site supervisor feels that safety is compromised due to a lack of discipline, the individual(s) and/or group may be asked to leave site.
 - The Adult Advisor is a youth supervisor first, a participant second.
- ***Youth Volunteers*** are not permitted to participate in "ultra hazardous activities" such as using power tools, some forms of demolition or working on rooftops.
- ***Youth Volunteers*** must turn in a completed Waiver form prior to working on site. The Waiver form requires the signature of the Youth Volunteer and a parent or guardian and a witness age 18 or older. (Adult advisor's who are not a parent or guardian may serve as a witness but may not sign on behalf of the parent or guardian without supplemental documentation establishing the authority to do so.)