

1.15 Volunteer Engagement Policy

BACI believes that volunteerism is a key component of the overall success and vibrancy of the organization, and an integral way to expand community understanding of, and involvement with, individuals of all abilities.

Volunteers are formally engaged individuals who offer their time and service without monetary compensation. All volunteers must complete BACI's screening and onboarding process prior to placement. Volunteers have a passion for, or interest in, helping to achieve BACI's vision and mission as well as supporting the adults and children we serve to reach their goals.

Volunteers should be welcomed, valued, supported and respected for the contributions they make. Volunteers should have the opportunity to experience meaningful roles, and will have an orientation and training, ongoing support and recognition. They are expected to uphold BACI's values, maintain confidentiality, and act in accordance with organizational policies.

The Board of Directors supports and adopts *The Canadian Code for Volunteer Involvement* (CCVI) as its standards for volunteer involvement with BACI. Therefore, BACI will use the CCVI as a guideline to establish procedures for all volunteers. The CCVI will also form the guidelines for the volunteers' rights and responsibilities during their time with BACI.

Note: Families and friends of the children and adults receiving service do not fall under the parameters of this policy when they participate in activities or events directly related to the care and support of their loved one (i.e. at a child care centre, day program, residential service, etc.). They are participating in these activities because of their relationship with an individual we serve – not as a volunteer.

If family members, friends and/or individuals receiving services would like to volunteer in a program, event or activity that is outside of the normal activities or programs their loved one is involved with, they must meet the requirements of this policy.

If a question is raised about the involvement of a family member or friend as a volunteer or non-volunteer at BACI, the issue will be referred to the CEO for resolution. The CEO will make the final decision on the question raised.

Linking Policies:

- 1.4 Conflict Resolution Policy
- 1.5 Conflict of Interest Policy
- 1.8 Code of Ethics
- 8.1 Privacy Protection for Individuals