SCARS MANAGEMENT ACKNOWLEDGMENT & RIGHTS

- No employment contract or employment relationship exists between SCARS and the Volunteer
- Volunteers receive no salary, wages or remuneration for services at SCARS
- SCARS may determine, and alter the rostered hours of volunteers at any time
- SCARS may terminate the services of a volunteer at any time and cancel any part of a programme being undertaken by volunteers at any time
- SCARS can refuse entry to its premises by a volunteer at any time
- Volunteers must abide by the supervision of the SCARS Supervisors and Management at all times
- Volunteers must abide by the SCARS policies and procedures at all times
- Volunteers must not disclose any information relating to SCARS to any person, media or social network without consent from Management
- Volunteers must not remove any property whatsoever from SCARS without Management consent
- Volunteers must not allow children to accompany them whilst engaging in voluntary work for SCARS

VOLUNTEERS ACKNOWLEDGMENT & RIGHTS

Unlike paid staff, volunteers are not covered by award or work place agreements, however do have rights, some of which are enshrined in legislation, and some which could be considered the moral obligations of an organisation involving volunteers.

The Sunshine Coast Animal Refuge recognises the following volunteer rights which are the basic rights of a volunteer as promoted by Volunteering Australia.

- to work in a healthy and safe environment in accordance with the Workplace Health and Safety Act 1995 (Qld)
- to be engaged in accordance with equal opportunity and anti-discrimination legislation
- to be covered by insurance while on refuge premises if between the ages of 18 and 75
- to be given accurate and truthful information which is relevant to them about SCARS
- to be reimbursed, when pre-arranged, for out-of-pocket expenses incurred whilst volunteering for the SCARS
- to have access to the SCARS policies that affects them as a volunteer
- to have an agreed volunteer roster and task specifications
- to have access to a grievance procedure
- to be provided with orientation to SCARS
- to be provided with sufficient supervision
- to withdraw their services as a volunteer at any time
- to ensure private information of volunteers is managed as per the National Privacy Principles