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BOARD POLICY # 1003

# Board Policy

## Volunteer Policy

Approval Date: 9 December 2025  
Rescinded: N/A

### **Purpose**

To outline the expectations, responsibilities, and procedures for all volunteers supporting the operations and events of the Grand Forks International Baseball Society (GFI).

### **Definitions**

**Volunteer** - A volunteer is any individual who freely offers time and services to support the mission and activities of GFI without financial compensation.

### **Policy Statements**

#### **Recruitment and Screening:**

- Volunteers may be recruited year-round based on organizational needs.
- Roles requiring direct contact with the public, cash handling, or youth supervision may require background checks or references.
- All volunteers must complete a basic orientation before their first shift.

#### **Expectations and Conduct:**

- Volunteers are expected to treat all patrons, staff, and fellow volunteers with respect.
- Volunteers must follow all GFI policies, including those related to alcohol, safety, and harassment.
- Volunteers shall not speak to media or on behalf of the Society without prior authorization.
- Any form of intoxication, harassment, or unsafe behavior may result in immediate dismissal.

#### **Supervision and Support:**

- Volunteers will report to designated Team Leads.
- Team Leads are responsible for scheduling, training, and monitoring volunteers.
- Coordinators manage and support Team Leads, ensuring consistent operations across areas.

#### **Attendance and Communication:**

- Volunteers must notify their Team Lead as soon as possible if they are unable to attend a scheduled shift.
- Repeated unnotified absences may result in removal from the volunteer roster.

#### **Perks and Recognition:**

- Volunteers may be provided with event passes, apparel, or meals depending on their role and availability.
- GFI will strive to recognize the contributions of volunteers annually.

#### **Termination of Volunteer Service:**

- The Society reserves the right to dismiss any volunteer whose behavior is inconsistent with the values or policies of GFI.

**Amendments**

This policy may be amended by a majority vote of the Board of Directors.

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