



Volunteer Conduct:

Volunteers are expected to conduct themselves in a respectful manner towards people and animals at all times while on the Hosanna Horse Haven, Inc. property.

Hosanna Horse Haven, Inc. (referred to as H3) is a non-smoking facility. Discarded tobacco products including E-cigarettes are hazardous to our horses; please refrain from smoking on H3 property. Volunteers suspected of serving under the influence of alcohol or other potentially harmful drugs (prescription or otherwise) will be asked to leave and may be dismissed from service. There are NO weapons permitted on the property at any time.

Volunteer Criminal History Policy: H3. staff has the right to decline a volunteer applicant due to criminal history. This is including but not limited to; any crime committed to a child or animal, possession of drugs, or any major criminal conviction.

Other Criteria: Volunteers must be at least 16 years of age to participate in our Therapeutic Riding Classes, 14 to assist in Therapeutic Horsemanship or at least 12 years of age to participate in Work Groups and abide by all H3 and PATH International guidelines, including but not limited to; confidentiality agreements and safety regulations. All H3 volunteers must be able to safely serve the participants. Volunteers are not allowed to discuss or try to contact participants outside of the Therapeutic environment.

Duties & Times: Volunteers working in a class are expected to arrive 15-20 minutes prior to the start of class to prepare and/or give basic feedback

after class. Volunteers should perform only the duties agreed upon with the Instructor or supervisor. Training and staff approval are required for the operation of certain equipment such as mowers, tractors, carts, chainsaws, and other powered equipment and tools. The hours that volunteers work are generally during normal business hours .

Dress: Volunteers should dress for the weather. Layered clothing that you are not afraid to get dirty is suggested. Boots or sturdy shoes with closed toes are required. The following is NOT allowed:

- Torn, ripped clothing
- Bare Midriff or off-the-shoulder clothing
- Tight, sheer or revealing clothing
- Halter top, or strapless tops
- Open toed shoes or sandals (not permitted in the barn or around the horses)
- Shorts that show your booty (be mindful of bending over)

Our goal is for a safe and family-friendly experience. Avoid loose clothing and do not wear dangling jewelry, lanyards or headphones. Clothing that is overly revealing or has an inappropriate message is not permitted. Bringing a hat to wear outside is acceptable if desired. H3 logo wear is always appropriate .

Cell Phones & Social Media Policy: Volunteers are expected to have their cell phone turned off or silenced when at H3, as it distracts from the therapeutic environment. You should not be using your phone while actively involved in a class session. As noted elsewhere, the confidentiality and privacy of everyone involved in H3 programs is extremely important; therefore Photos showing our participants or other volunteers are not permitted. The posting of yourself at H3 with or without our horses is acceptable.

