

Body Brave Volunteer Involvement Policy

Mission:

To plan and deliver innovative local and national services that address the major gaps in resources for eating disorders, in collaboration with those with lived experience and our community partners. Body Brave also works to create a bold national recovery-focused, inclusive community, committed to body liberation as well as raising awareness and reducing stigma around disordered eating and/or eating disorders.

Purpose:

This policy defines Body Brave's practices for engaging operational volunteers. It does not apply to the volunteer Board of Directors or committees of the board.

Program Responsibility:

The Executive Director has overall responsibility for volunteer involvement at Body Brave. If established a Volunteer Co-ordinator or Committee will report to the Executive Director.

Benefits to the Volunteer:

Volunteer assignments with Body Brave provide opportunities to:

- Support Body Brave's mission and vision
- Learn about eating and body image disorders and help raise awareness
- Assist recovery from eating and body image disorders
- Develop and practise administrative and technical skills
- Receive documentation of community service

Volunteer Assignments:

Body Brave offers volunteer assignments in two areas. Detailed descriptions of volunteer positions and qualifications are outlined in the Body Brave Volunteer Manual.

Engagement - Engagement volunteers will be involved in the following activities:

- Outreach and serving as Body Brave ambassadors
- Special Event or Conference Planning and Co-ordination
- Conference Speakers

Support – Support volunteers will be involved in the following activities:

- Office administration
- Marketing, social media and website support
- Office and property maintenance
- Special Event support
- On-line store promotion, management and sales
- Conference and workshop support

- Grant writing
- Photography

Volunteering and Recovery:

Volunteer assignments are not available to individuals who are actively receiving treatment through Body Brave or a hospital intensive program. Body Brave will only accept applications for volunteer assignments upon completion of one full year of recovery.

If volunteer work at Body Brave is determined to be an impediment to recovery, the volunteer may be asked to take a leave from the position.

Recruitment:

Volunteers will be recruited through:

- Walk-in, call-in and e-mail inquiries
- Postings on websites, e-blasts, social media through other community organizations
- Posting at educational institutions including on-line career services and applicable campus organizations

Screening:

All potential volunteers will be asked to complete an on-line application form. Qualified applicants will be invited to meet with a representative of Body Brave to determine whether they demonstrate:

- An understanding and commitment to the Body Brave mission and values
- The aptitude, knowledge and skills required to perform the volunteer assignment as described in the posting
- An appropriate stage of recovery

Depending on the nature of the assignment volunteers may be required to obtain a Police Record Check. Successful applicants will be asked to sign a volunteer agreement prior to their first volunteer shift.

Orientation:

Body Brave is committed to providing each new or returning volunteer with an orientation to the organization and the assignment in question prior to their first volunteer shift. Orientation sessions will take place on a regular basis.

Orientation sessions will cover:

- An overview of Body Brave's mission, values and programs
- The relationship between the volunteer assignment and Body Brave's mission
- Health and safety while engaged in volunteer duties
- Specific instruction related to the volunteer assignment
- Mandatory pledge of confidentiality (To be renewed annually)

Additional training will be provided on an individual basis as required.

Supervision:

Feedback and supervision will be provided by the appropriate Body Brave staff member or the Volunteer Co-ordinator throughout their assignment including scheduling of assignments. Feedback is provided verbally in-person and includes positive reinforcement and constructive feedback related to the role and responsibilities of the volunteer. The suitability of the assignment will be reviewed on a regular basis.

Volunteers are encouraged to voice their concerns/conflicts with regards to the volunteer program and their volunteer responsibilities. All conflicts/concerns are listened to and every attempt is made to resolve conflicts/concerns in a mutually satisfying fashion.

Body Brave reserves the right to re-assign or terminate volunteer assignments.

Media Relations:

Volunteers will refer any media inquiries to the Executive Director.

Acknowledgement:

Volunteers will be acknowledged and recognized for their important contributions to Body Brave with special events or token of appreciation and documentation of volunteer service at the discretion of the Executive Director.

Other References:

- Volunteer Application Form
- Orientation Package
- Volunteer Agreement
- Volunteer Manual
- Pledge of Confidentiality
- Volunteer Tracking Sheet

Date Approved by Board of Directors: April 17, 2019