

Rights and Responsibilities for Volunteers

Presented by
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Volunteering Victoria

Volunteering Victoria is the state peak body for volunteering, focusing on advocacy, sector development and the promotion of volunteering.

Volunteering Victoria has a singular and specialised focus on volunteering. We see our role as leading the development of a collaborative, sustainable, thriving volunteering community and movement in Victoria.



Getting to know you



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Today's Agenda

- General overview of volunteering, including your Rights and Responsibilities as a volunteer
- Learn how to look after yourself by establishing and maintaining boundaries
- Questions?
- Five-minute pop quiz

Definition of Volunteering

“Volunteering is time willingly given for
the common good
and without financial gain”

Volunteering Australia, July 2015

Definition of Volunteeringcontd

This new definition includes:

- Formal and informal volunteering across all sectors of society
- Volunteering by individuals, as well as entities that donate employee time
- Activism (not activism that involves or incites violence or harm)
- The concept of reciprocity
- Reward or recognition for services voluntarily given

Definition of Volunteeringcontd

It does not allow or include:

- Volunteers being exploited for profit
- Direct family responsibilities
- Donations of money and materials
- Activities with limited choice or in-built financial or reward outcomes e.g. compulsory educational services, limited choice employment programs, work experience, internships, mandated court orders



Why do people volunteer?

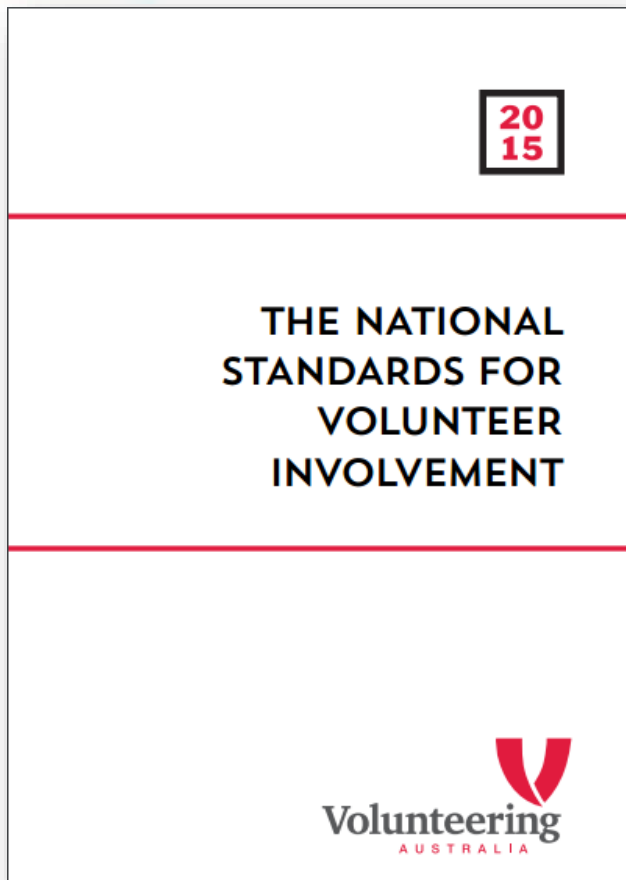
Volunteering is personal and motivations differ. They include:

- Support personal goals
- Because someone you know volunteers
- Build social networks and connectedness
- Affinity with causes and issues
- Belief that you can make a difference
- Sense of purpose and empowerment
- Sense of satisfaction, pride and accomplishment
- Skill utilisation, development and transfer
- Work preparedness
- Contribute and connect to the community

Benefits of Volunteering

- Volunteering supports individuals' empowerment and self-worth
- Improves physical health and longevity
- Builds general wellbeing, emotional resilience
- Improves mood and happiness
- Builds satisfaction, pride, purpose, accomplishment
- Helps develop new skills, expand life and work experience
- Builds work and social networks, connectedness and community cohesion
- Provides a pathway to economic participation

The National Standards



- First set of standards for involving volunteers in not-for-profit organisations was developed by Volunteering Victoria in 1996
- Volunteering Australia further developed the standards then released them nationally in 1997
- Reviewed in 2003, 2009 and 2014
- New standards released in 2015

Volunteer Rights

- Access to information
- Meaningful roles
- Clear position descriptions
- Training
- Reasonable workload
- Leadership and management
- Induction and orientation
- Support and supervision
- Recognition as a valued team member
- Consultation on things that affect your role
- Volunteers agreements
- Reimbursements of agreed expenses
- Right to privacy
- A safe workplace
- To be respected
- Clear grievance and complaint processes
- Opportunity to provide feedback

Volunteer Responsibilities

- Be punctual
- Inform your manager if you cannot attend
- Deal with complaints appropriately
- Meet your volunteering commitments
- Undertake training
- Work safely
- Respect rights and privacy of others
- Adhere to the volunteer position description
- Support others and ask for support
- Give notice before resigning
- Undergo relevant checks
- Act accordingly to your organisation's values
- Do your best

Let's talk about boundaries



What is a boundary?
Who do we have
boundaries with?
Why are boundaries
important?

How do you establish boundaries?

- Name your limits
- Be direct
- Be assertive
- Give yourself permission to say “no”
- Make self-care a priority
- Seek support



Crossing the Boundaries

What action to
take when
someone crosses
your boundary



QUESTIONS?



The five minute pop quiz



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