

# **Greater Des Moines Habitat for Humanity Youth Policy**

## **Purpose**

The purpose of this Policy is to ensure the safety of youth (individuals under the age of 18) on Greater Des Moines Habitat for Humanity sites by adhering to limitations on the activities that may be performed by youth of a certain age.

## **Construction**

In recognition of federal labor laws regarding youth and the potential risk to youth safety on a construction site, except as provided below, no one under the age of 16 is allowed on an active house construction site. Youth ages 16 and 17 may perform general construction work, but will not be allowed to do any hazardous activities, which include the use of power tools or motor vehicles, demolition, or roofing. Exceptions will be made for high school trade classes accompanied by an instructor.

Youth, ages 14 and 15, will be permitted to engage in non-hazardous activities such as, by example only, clearing lots, hand grading, landscaping, painting and general site clean-up. No other construction activities are permitted on the site while youth ages 14 and 15 are present. Youth under the age of 14 are not permitted to do work on site.

Individual youth volunteers must be accompanied to the site by an adult who is legally responsible for them.

Youth groups volunteering on the construction site must have a ratio of one (1) adult to every four (4) youths. Exceptions will be made for high school trade classes accompanied by an instructor.

## **ReStore**

Youth under the age of 14 are not permitted to work at the ReStore. Youth ages 14-17 are permitted to work at the ReStore, but will not be allowed to do any hazardous activities which include the use of power tools, motor vehicles, or forklifts and loading or unloading merchandise in racks above six feet. Youth are also not permitted to work in any area where forklifts are being operated.

Youth ages 14 and 15 must have a responsible adult accompany them while they work in the ReStore and ALL youth regardless of age are required to have an adult legally responsible for them sign in on their behalf upon arrival.

Youth groups volunteering at the ReStore must have a ratio of one (1) adult to every (8) eight youths.

*Approved by Board of Directors January 21, 2008*

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*Cindy Olson, Board Secretary*