



Volunteer Policies and Procedures

We appreciate your interest in directly making a positive impact in the lives of animals by becoming an A.S.K. volunteer. The following is a list of policies:

1. A.S.K. is a federally recognized 501(c)(3) nonprofit organization operated by a Board of Directors. All decision-making processes occur at this level of organization.
2. All activities conducted by A.S.K. adhere to our policy of vegan ethics. Vegan means we do not believe in using animals for consumption, entertainment (circuses, rodeos, etc.), vanity (clothing, makeup etc.). As such all fundraisers must be cruelty free -- no foods with animal byproducts (eggs, dairy etc.). Supporters are not required to have the same views, but A.S.K. functions/actions adhere to a vegan policy and we ask volunteers to respect the policy.
3. You must go through a short orientation before volunteering for A.S.K.
4. You must not break any local county/city/township ordinances or state or federal laws while volunteering for A.S.K.
5. You must not engage in any behavior that would be considered harassing, disorderly or disrespectful while volunteering for A.S.K.
6. If any individual opposed to our position regarding animal protection treats you inappropriately at an A.S.K. event, please inform an A.S.K. Board member immediately.
7. All questions from general public/media must be responded to by an A.S.K. Board member. A.S.K. Board members are available 24/7 and are on-call for this purpose at (877)596-7776.
8. Monetary or other donations may only be given to A.S.K. Board members. Volunteers may not pick up or accept donations without prior board member approval.
9. Please note, as an organization that donates 100% of the contributions/donations directly to animals in need, we do not offer volunteers or supporters with appreciation membership gifts. There is no "membership" to A.S.K and no fee for being a volunteer. The benefit you receive is seeing change directly affecting and creating enhanced conditions for neglected animals—it's priceless.
10. Wildlife transporters adhere to the specific program rules: wildlife is transported to licensed rehabilitators/vets of A.S.K.'s choice; transporters minimize direct contact with wildlife unless absolutely necessary; wildlife is transported directly.
11. Sexual harassment is not tolerated. Any issues should be reported to an A.S.K. Board member immediately, in writing.

I have read the A.S.K. Volunteer Policies and Procedures and agree to them.

Printed Name: _____ DATE _____

Signature: _____ DATE _____



The volunteer, named below, is offering their services to All Species Kinship, a Michigan nonprofit corporation, free of charge and agrees to waive and release All Species Kinship (A.S.K.) of any claims of any kind and nature that may arise from performing volunteer work for the organization.

Printed Name: _____ DATE _____

Signature: _____ DATE _____

As a volunteer for All Species Kinship, you understand and recognize that All Species Kinship is not responsible for any personal damages or injuries incurred while participating in programs.

- ❖ Participation in the Dog Outreach program involves volunteering in high crime neighborhoods and with potential for dog-incurred injuries.
- ❖ Participation in the Wildlife Rescue program involves inherent risk of injury from wild animals and contact with potentially zoonotic disease.
- ❖ Heavy lifting may be incurred through participation in All Species Kinship programs.
- ❖ Volunteers work at their own risk and liability and at no charge to All Species Kinship. Gas millage used and your time spent, are tax-deductible.

Signing below releases All Species Kinship of any personal damages or injuries. The signee recognizes the inherent risks and chooses to participate in programs despite the potential consequences.

Printed Name: _____ DATE _____

Signature: _____ DATE _____