

# The Toronto Field Naturalists Volunteer Policy

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The Toronto Field Naturalists (TFN) is an organization supported by dedicated volunteers. Founded and run by volunteers, the TFN encourage all members to participate in meaningful and productive roles. Accordingly, the TFN offers a diverse range of volunteer opportunities to fit a variety of schedules and interests and accepts and encourages the involvement of volunteers throughout the organization and within all appropriate programs and activities.

TFN volunteer positions are open to all, regardless of age, ancestry, colour or race, citizenship, ethnic origin or place of origin, creed, disability, family status, gender identity, marital status, sexual orientation, or sex.

A TFN volunteer is an individual who provides programs and administrative support to fulfill the objects of the TFN including educating and increasing the public's understanding of nature. This is done through activities such as disseminating information through print and/or electronic means including the TFN Newsletter and website, lectures, guided walks and outreach. TFN volunteers also protect and preserve natural heritage for the benefit of the public through such activities as stewardship of natural areas including the TFN Nature Reserves.

To enhance volunteers' experience and comply with legislation and duty of care, the TFN will:

- Offer volunteers the opportunity for skills development and personal development;
- Define volunteer roles and develop clear job descriptions;
- Treat volunteers as valuable team members, and advise them of the opportunities to participate in TFN decisions;
- Provide volunteers with a healthy and safe workplace;
- Provide appropriate and adequate insurance coverage for volunteers;
- Provide appropriate levels of support and management for volunteers;
- Acknowledge and recognize the contributions of volunteers.

