



Volunteer Handbook

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www.RainbowDays.org

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Message from our CEO



Welcome to Rainbow Days! For over 39 years, volunteers have been a valuable resource for our staff and the children we serve. We rely on engaged supporters like you to help us accomplish our mission *to help children and youth in adversity build coping skills and resilience to create positive futures.*

This Volunteer Handbook will help you have the best possible experience as a volunteer. It answers frequently asked questions and gives information about our policies and your role. We also invite you to explore our website, www.RainbowDays.org, to learn more about our clients, programs, curriculum and events. Your Program Director can answer most of your other questions, but please feel free to contact me directly should you need additional assistance.

Thank you for your generous gift of time and energy. We are so grateful you have chosen to volunteer with us. You are making a difference to children in need and helping kids rise above!

Sincerely,

A handwritten signature in black ink that reads "Tiffany Beaudine". The signature is written in a cursive, flowing style.

Tiffany Beaudine
CEO
TiffanyB@RainbowDays.org

Volunteer Application/Approval Process

Volunteer Application

The first step for an individual who desires to volunteer with Rainbow Days, and the children we serve, is to complete a Volunteer Application AND undergo a Criminal Background Check before volunteering. Background checks are not required for minors under 18 years of age. Background checks are also not required for office-only projects.

Upon completion of the Volunteer application, which can be found [HERE](#) or on the volunteer tab of our website, you will be sent a separate email containing a link to fill out a background check questionnaire through VolunteerNow's veriFYI system. The background check is strictly screening for criminal offenses and does not include a credit check of any kind. If you have any questions or concerns regarding the background check process you may contact VolunteerNow directly at 214-818-9839 or Rainbow Days' offices at 214-887-0726.

ALL volunteers, 18 years and older, MUST complete a criminal background check before working with the children we serve.

Completion of this application and the background check does not guarantee that an individual will be selected as a volunteer. Volunteers will be selected at the sole discretion of Rainbow Days.

Please accurately complete this form at least 7 days before you desire to volunteer. You will not be able to volunteer with the children we serve until your CBC has cleared.

Please Note: It is our policy to re-run criminal background checks on returning volunteers every 2 years. Rainbow Days also reserves the right to run a background check at any time that the volunteer is active and working directly with children.

Criminal Background Checks

For direct-service volunteers, Rainbow Days will obtain the results of a statewide criminal background check from the Department of Public Safety via VolunteerNow's veriFYI system.

All criminal background check results will be kept confidential. Any negative findings will be reviewed by CEO, who will determine the appropriate course of action. If it is deemed that you are unable to volunteer with us, you will be contacted by the Volunteer Manager or CEO directly.

Disqualifying Offenses

A person may not volunteer for direct service with children who have been convicted of any disqualifying offenses, been on probation or received deferred adjudication for any disqualifying offense, or has presently pending, any criminal charges of any disqualifying offenses before determination of guilt is made including any person who is presently on deferred adjudication may not serve with youth or children. Disqualifying offenses are:

1. Felonies or misdemeanors classified as an offense against the person or family or involves an offense against the person or family.
 - a. Offenses against the person include, but not limited to murder, assault, sexual assault, injury to a child, and abandoning or endangering a child.
 - b. Offenses against the family include, but not limited to bigamy, incest, and interference with child custody, enticing a child or harboring a runaway child.
2. Felonies or misdemeanors classified as an offense against public order or indecency.
 - a. Offenses against public order and decency include, but are not limited to prostitution, obscenity, and sexual performance by a child, possession or promotion of child pornography, and disorderly conduct.
3. A felony or misdemeanor violation of any law intended to control the possession or distribution of any substance including a controlled substance in the Texas Controlled Substances Act. Driving Under Influence (DUI) or Driving While Intoxicated (DWI) is **not** a disqualifying offense.

Rainbow Days retains the right to disqualify a volunteer for other offenses not listed herein on a case-by-case basis.

Volunteer Policies

Drug Free Environment

Rainbow Days is committed to maintaining a drug-free environment. Volunteers will not distribute, dispense, possess, use, or be under the influence of any of the following substances while at Rainbow Days offices or at any Rainbow Days-related activities:

1. Any controlled substance or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine, or barbiturate.
2. Alcohol or any alcoholic beverage.
3. Any usable glue, aerosol paint, or any other chemical substance for inhalation.
4. Any other intoxicant, or mood-changing, mind-altering, or behavior-altering drugs.

A volunteer need not be legally intoxicated to be considered “under the influence” of a controlled substance.

A volunteer who uses a drug authorized by a licensed physician through a prescription specifically for that volunteer’s use will not be considered to have violated this policy.

Smoking and Tobacco Usage

The use of tobacco is prohibited at Rainbow Days' offices, all Rainbow Days events and programs, and in the presence of clients. Volunteers will not provide, distribute, or facilitate participant access to tobacco products.

Personal Appearance / Dress Code

Suggested apparel for volunteer activities are: shorts (walking length), jeans or comfortable pants and closed-toed shoes (like tennis shoes). No tank tops, cropped tops, short shorts, t-shirts with political affiliations, inappropriate pictures or slogans or, open-toe shoes are permitted when working directly with children. Additionally, we may request that piercings (beyond women's pierced ears) may be covered up depending on the event. If a service site has a stricter dress code, then the site dress code will be followed.

Child Contact

Rainbow Days recruits caring, educated and nurturing staff members and volunteers and it is of primary importance for both staff and volunteers to provide a safe environment for children. It is Rainbow Days' policy to protect children and youth from inappropriate touches, inappropriate physical contact and inappropriate relationships while in the care of Rainbow Days.

Rainbow Days also strives to protect its employees and volunteers through education on appropriate touches and practicing caution. All Rainbow Days volunteers will recognize and respect the rights of children and families, as established by local, state, and federal laws.

Volunteers are asked to refrain from personal contact with a child – this includes direct contact via email and/or phone, Facebook or any social media. Volunteers will not give gifts or money to clients without prior approval from Rainbow Days.

Appropriate physical contact includes touches over which a **child has control**. For example, Rainbow Days staff and volunteers may hug a child **only** when the child initiates the hug. Infants, toddlers, and Pre-school children may be carried at events if given permission by the parent(s) or a guardian and must be in the presence of RDI staff. High fives and fist bumps are all appropriate forms of reciprocal physical contact.

Volunteers will refrain from **inappropriate touching**, which includes: lap sitting, front-to-front hugs, kisses, back rubs or massages, piggy-back rides, swinging kids by wrists or ankles, and rides on shoulders.

Reporting of Child Abuse

Rainbow Days, Inc. shall comply with the provisions of state law as set forth in Chapter 261 of the Texas Family Code relating to reporting suspected child abuse and the provisions of the Texas Department of State Health Services (DSHS) policy. Rainbow Days' staff shall respond to disclosures or suspicions of abuse of minors by reporting to appropriate agencies as required by law.

Procedure

1. Any staff, contractor, or volunteer of Rainbow Days, who has any reason to suspect that a child receiving program services is the victim of abuse or neglect as defined by Chapter 261 of the Texas Family Code, is required to report the allegation to the Texas Department of Family and Protective Services within 48 hours of first suspecting abuse or neglect. By law, staff, contractors, or volunteers of Rainbow Days. may not delegate the duty to report to another person or entity or rely on another person or entity to make the report.
2. Staff, contractors and volunteers who have direct contact with children and youth are briefed on recognizing symptoms of child abuse and neglect and the policy and procedure for reporting abuse.

Procedure for Reporting

1. State law requires anyone that suspects child abuse or neglect to report these suspicions to the Texas Department of Family & Protective Service (DFPS). A person who suspects child abuse or neglect, but fails to report it, can be charged with a misdemeanor or state jail felony. Remember, reporting suspected child abuse or neglect makes it possible for a child to get help.
2. There are two ways to report abuse. Call the abuse hotline 1-800-252-5400 toll-free, 24 hours a day, 7 days a week, nationwide or make your report through the secure website www.txabusehotline.org. Note: the internet reporting system is for non-urgent situations. When you make a report, you will be asked to provide your name and contact information. Any person making a report to DFPS is immune from civil or criminal liability if the report is made in good faith. The reporters name is also confidential and will not be provided directly to the accused person by any DFPS employee.
3. The law requires that the following information, if known, be reported:
 - a. name and address of minor;
 - b. name and address of the minor's parent or person responsible for the care, custody, or welfare of the child if not the parent; and any other pertinent information concerning the alleged or suspected abuse, such as the child's school, name and age of the alleged abuser, and description of the child's condition or injury.
 - c. The Intake Specialist will ask you to explain your concerns and might ask additional questions to determine if the situation that you describe meets the Texas Family Codes' definition of abuse or neglect.
 - d. Once an Intake Specialist processes your report, you will receive a confirmation email with a Call Identification Number. This email will also tell you whether your report was forwarded to the local DFPS office for

further investigation. Please email this report to the appropriate Rainbow Days' Program Director. If possible, please get the caseworker's name.

Note: Since some of the information needed might not be known to the volunteer, the Program Director and Volunteer can make the call together.

Sexual Harassment

Rainbow Days volunteers will not engage in sexual harassment of children. Examples of sexual harassment of children include activities such as engaging in sexually oriented conversations, telephoning children at home or elsewhere to solicit unwelcome social relationships, physical contact that would reasonably be construed as sexual in nature, and threatening or enticing children to engage in sexual behavior in exchange for gifts or other benefits. In considering allegations that a volunteer has sexually harassed a child there is a presumption that the conduct was unwelcome.

Sexual Harassment is a form of discrimination and is strictly prohibited. Sexual harassment is any verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of his or her gender and that:

1. Has the purpose or effect of creating an intimidating, hostile, or offensive working environment; or
2. Has the purpose or effect of unreasonably interfering with an individual's work performance; or
3. Otherwise adversely affects an individual's employment opportunities.
4. Rainbow Days volunteers will not engage in sexual harassment of any adult in which they come in contact with while serving as a Rainbow Days volunteer.

Harassing conduct includes (1) epithets, slurs, negative stereotyping, or threatening, intimidating, or hostile acts that relate to gender and (2) written or graphic material that denigrates or shows hostility or aversion toward an individual or group because of gender and that is placed on walls, bulletin boards, or elsewhere on Rainbow Days premises.

Rainbow Days or their agents shall investigate all allegations of sexual harassment and officials will take prompt and appropriate disciplinary action against volunteers found to engage in conduct constituting sexual harassment.

In order for any action to be considered sexual harassment, it must be unwelcome. If a volunteer believes that he/she is being sexually harassed, the volunteer must let the person know that the comments or actions are unwelcome.

Volunteer Service Records

The reporting and recording of volunteer hours may seem like busy work or a bother, but it has REAL VALUE. When an accurate account is maintained, we increase our ability to have on-going, consistent, and effective volunteer programs. It also helps to locate and identify volunteers for specific service. Personally for the volunteer, keeping a record of hours worked can directly benefit a person as a valued record of community involvement, responsibility and dedication.

Each volunteer is asked to complete and submit Rainbow Days volunteer time sheets (see attachment) for in-office volunteering and take-home projects. At events, volunteers are asked to sign in and out at the Volunteer Check-in table. Board Members and Group Facilitators are asked to report their hours to their staff Director.

Thank you for your time and service to Rainbow Days! Rainbow Days strives to have a warm, engaging and friendly environment for our volunteers and we know you will enjoy volunteering with us!

If you have any questions about Volunteering with Rainbow Days, please contact: Sunni Roaten, Volunteer Manager, at 214-214-3833 or SunniR@rainbowdays.org

