



## **HSMC Volunteer Requirements**

### **Age Requirement:**

All volunteers are required to be at minimum 14 years old to join our program. Dog walkers must be at minimum 16 years old. If under 18, a parent/guardian signature is required on all paperwork.

### **Personal Appearance:**

Dress, grooming, and personal cleanliness standards contribute to the morale of all employees and affect the business image HSMC presents to customers and visitors. During business hours or when representing HSMC, volunteers are expected to present a clean, neat, and tasteful appearance. All volunteers must wear their volunteer t-shirt, long pants, and closed-toe shoes to all shifts. Clothes should be okay to get dirty while interacting with our animals.

For your safety, HSMC does not allow visible body piercings other than ears with stud earrings and nose with tiny studs. No rings are allowed in ears or nose. No other visible body piercings are permissible, including eyebrows and lip piercings and no gauges in ear lobes.

### **Physical Abilities:**

- Quick reflexes and ability to use both hands simultaneously (example: opening a cage door while holding an animal).
- Ability to bend and squat to leash/harness and pick up an animal.
- Ability to stand for significant periods of time.
- Ability to lift up to 50lbs.
- Average vision (with or without correction) to move safely around the building.
- Ability to hear if animal is growling or making sounds indicating fear or pain.
- Ability to hear calls of alarms such as audible warnings from others or sirens.
- Ability to maneuver well in tight spaces.

- Must not have strong allergies to animals or to chemicals, such as those used in grooming or cleaning, that can't be managed by medication.
- Ability to deal with strong and unpleasant odors, feces, fleas, and possible wounds or injuries to animals in our care.

**Mental Abilities:**

- Ability to understand, remember and follow instructions and procedures.
- Ability to be aware of potentially dangerous situations when working with the animals; ability to remain calm with animals who are upset, behave sensitively and confidently, and show good judgement and act appropriately in these situations.
- Ability to receive, incorporate, and sustain instruction and feedback.
- Ability to cope with a highly emotionally charged environment and in the presence of animals who are homeless, abandoned, injured, and/or abused.