

Volunteer Policies

Effective Date: May 2026

Purpose

Volunteers are essential to the success of Tab Recreation. Through their service, volunteers help create positive, safe, and welcoming experiences for youth, families, and community members. These policies establish expectations and standards for all volunteers serving with Tab Recreation.

By volunteering with Tab Recreation, individuals agree to abide by these policies and any additional guidelines established by the organization.

Mission Alignment

Tab Recreation is a Christ-centered community that prioritizes belonging and movement for all youth, adults, families, and neighbors through inclusive recreational programming that develops character, confidence, and connection.

Volunteers are expected to support and uphold this mission through their actions, interactions, and service.

Volunteer Eligibility

Volunteers may serve in a variety of roles including, but not limited to:

- Coaches
- Assistant Coaches
- Team Parents
- Referees and Officials
- Event Volunteers
- Program Support Volunteers
- Concession Volunteers
- Mentors

Certain positions may require additional training, certifications, references, or screening procedures.

Background Checks

To help ensure the safety of participants, Tab Recreation reserves the right to require criminal background checks for volunteers working directly with youth.

Background check requirements may vary based on volunteer role and responsibilities.

Any volunteer who fails to meet eligibility requirements may be denied or removed from volunteer service at the discretion of Tab Recreation.

Child Safety and Protection

The safety and well-being of participants is the highest priority.

Volunteers must:

- Treat all participants with dignity and respect.
- Provide appropriate supervision at all times.
- Follow all established safety procedures.
- Immediately report concerns regarding participant safety.
- Avoid conduct that could place a child at risk.

Volunteers must never:

- Engage in physical, emotional, verbal, or sexual abuse.
- Use inappropriate language, jokes, or behavior.
- Provide alcohol, tobacco, vaping products, drugs, or other prohibited substances to participants.
- Engage in bullying, harassment, discrimination, or intimidation.
- Be alone in private settings with a participant whenever avoidable.

Any concerns involving participant safety should be reported immediately to Tab Recreation leadership.

Volunteer Conduct

Volunteers are expected to:

- Demonstrate good sportsmanship.
- Model positive behavior and leadership.

- Treat participants, families, officials, staff, and fellow volunteers with respect.
- Promote a welcoming and inclusive environment.
- Follow program rules and organizational policies.
- Support player development over winning.

Volunteers should remember that they represent Tab Recreation while serving in any official capacity.

Coaching Expectations

Coaches and assistant coaches play a critical leadership role and are expected to:

- Prioritize participant development and safety.
- Create positive learning environments.
- Teach sportsmanship, teamwork, and respect.
- Encourage all participants regardless of ability level.
- Maintain professional communication with families.
- Follow league, facility, and organizational rules.
- Complete any required training or certifications.

Coaches should avoid behavior that places unnecessary pressure on participants or diminishes the recreational experience.

Communication Guidelines

Volunteers should communicate professionally and respectfully.

Communication with participants should:

- Include parents or guardians whenever appropriate.
- Be related to program activities and responsibilities.
- Utilize approved communication platforms whenever possible.

Volunteers should not engage in inappropriate private communication with youth participants.

Social Media

Volunteers are expected to use good judgment when posting on social media.

Volunteers should not:

- Share confidential participant information.
- Post content that is discriminatory, offensive, threatening, or inappropriate.
- Represent personal opinions as official Tab Recreation positions.

Positive promotion of programs, participants, and community events is encouraged.

Substance-Free Environment

Volunteers may not possess, use, or be under the influence of alcohol, illegal drugs, or controlled substances while participating in Tab Recreation activities.

Smoking and vaping are prohibited during volunteer service and at all Tab Recreation youth activities.

Reporting Concerns

Volunteers are encouraged to report concerns regarding:

- Participant safety
- Policy violations
- Harassment or discrimination
- Unsafe conditions
- Misconduct by volunteers, staff, coaches, participants, or spectators

Reports should be made to Tab Recreation leadership as soon as possible.

Retaliation against individuals who report concerns in good faith will not be tolerated.

Volunteer Removal

Tab Recreation reserves the right to suspend, restrict, or terminate volunteer service at any time if a volunteer:

- Violates organizational policies.
- Engages in inappropriate conduct.
- Creates unsafe conditions.
- Fails to meet volunteer expectations.
- Acts in a manner inconsistent with the mission and values of Tab Recreation.

Volunteer service is a privilege and may be discontinued at the discretion of the organization.

Injury and Emergency Procedures

Volunteers should:

- Follow emergency action plans and facility procedures.
- Report injuries and incidents promptly.
- Seek assistance from designated staff when emergencies occur.
- Never exceed the scope of their training or qualifications.

Emergency situations should be reported immediately to program leadership.

Non-Discrimination

Tab Recreation seeks to provide a welcoming environment for all participants, families, volunteers, and community members.

Discrimination, harassment, intimidation, or retaliation based on legally protected characteristics will not be tolerated.

Volunteer Acknowledgment

By serving as a volunteer with Tab Recreation, I acknowledge that I have read, understand, and agree to follow these Volunteer Policies and any additional program guidelines established by Tab Recreation.

I understand that failure to comply with these policies may result in the suspension or termination of my volunteer service.

Tab Recreation

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