

## Texas NORML Policy 013: Volunteers

Effective Date: 9/14/21

Approval Date: 9/14/21

Volunteers are integral to the function of our organizations. As with all members of this organization, we set certain standards for our volunteers:

Volunteers must cancel a shift 24 hours in advance to avoid having a "no show" on their record. Three no shows for shifts in a six month period bars the volunteer from signing up for another six months.

Volunteers must not be visibly intoxicated during their shifts or behind the Texas NORML table.

Volunteers must abide by our sexual harassment policy and are not allowed to display any discrimination based on sex, race, religion, etc.