

OM HOME HEALING SANCTUARY  
Volunteer Handbook

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EIN: 87-4335932

Washoe County, Nevada

Effective Date: February 24, 2026

## **Welcome & Mission**

Welcome to Om Home Healing Sanctuary. Our mission is to rescue and provide lifelong sanctuary for animals while fostering healing and growth for people through the human-animal bond.

## **Volunteer Status**

Volunteers are not employees and do not receive wages, benefits, or compensation. Volunteers may discontinue service at any time, and the organization may end volunteer service at any time.

## **Animal Handling & Safety**

Only trained volunteers can handle animals. Wildlife interaction requires specific authorization and permit compliance. Closed-toe shoes required. Follow all supervisor instructions.

For all guided animal tours, Om Home Healing Sanctuary will prioritize visitor and animal safety through controlled, supervised interaction. Tours will occur only in designated areas determined by staff at the time of the visit, with clear rules provided at check-in. All animal contact and feeding is supervised by a trained adult guide; guests may only feed animals with sanctuary-provided feed and only in the manner instructed by staff. Children must remain with a supervising adult at all times, and staff may restrict or end interaction immediately if an animal shows signs of stress, fatigue, or agitation, or if visitor behavior becomes unsafe.

Visitors will be asked to follow common-sense precautions including calm movement, no running or chasing, no shouting near animals, and no pulling, grabbing, or rough handling. Handwashing or sanitizer will be available and strongly encouraged after animal contact and before eating or drinking. Om Home maintains an incident response plan (first aid kit on site, emergency contact procedures, and incident logging) and retains signed waivers for all participants (guardian signature required for minors). These controls help ensure tours remain a positive educational experience while protecting the welfare of the animals and the public.

## **Health & Injury Reporting**

All injuries must be reported immediately. Volunteers assume inherent risks associated with livestock, wildlife, tools, and environmental conditions.

## **Confidentiality**

Donor records, medical records, and financial information are confidential and may not be shared without authorization.

### **Community Service Participants**

Court-ordered community service volunteers must log hours daily and obtain supervisor signatures. Failure to comply may result in notification to the referring court.

### **Social Media & Representation**

Only authorized individuals may speak on behalf of the organization. Posts must reflect sanctuary values.

### **Code of Conduct**

Respect animals, volunteers, donors, and leadership. Failure to follow safety rules may result in dismissal from volunteer service.

### **Whistleblower Protection**

Om Home Healing Sanctuary maintains a separate Whistleblower Policy that protects good-faith reporting of suspected misconduct, fraud, misuse of assets, unsafe conditions, abuse, or serious policy violations. Volunteers must promptly report concerns and may do so without fear of retaliation for a good-faith report. Volunteers are expected to follow the procedures set forth in the full Whistleblower Policy.

### **Stand-Alone Policies**

Om Home Healing Sanctuary maintains separate stand-alone policies, including but not limited to its Sexual Misconduct and Abuse Prevention Policy and Conflict of Interest Policy. Employees and volunteers must comply with all organizational policies, whether contained in this handbook or issued separately, as applicable to their role. Failure to comply may result in corrective action, up to and including separation from employment or volunteer service.

### **Acknowledgment**

I acknowledge that I have received and understand this Volunteer Handbook.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_