



Naperville Park District



VOLUNTEER HANDBOOK



630-848-5000 • napervilleparks.org



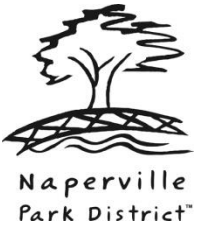


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1. WELCOME

Thank you for volunteering with the Naperville Park District!

Volunteers are vital to the success of many of our programs and events at the Naperville Park District. Without your help, we could not meet the needs of our community. Some individuals are able to give many hours each year and others may join us for a few hours to help with a specific need. Regardless, each contribution of time is important and appreciated.

In addition to making a difference in your community, we hope that you enjoy your volunteer experience. To that end, we want to give you the tools and information you may need as a Park District volunteer. This handbook gives you information about the Park District and volunteer program, as well as important contact information.

Interesting facts about the Naperville Park District

- The Naperville Park District became official by means of referendum in 1966 as a unit of government separate from the City.
- The Naperville Park District is governed by an elected seven-member Board of Commissioners.
- The Naperville Park District manages 136 parks and maintains over 2,400 acres of land.
- The Naperville Park District offers approximately 7,500 classes, teams, events, and performances each year.
- Centennial Beach, owned and operated by the Naperville Park District, was dedicated in 1931 to celebrate Naperville's 100th birthday and holds 6.2 million gallons of chlorinated water.
- The Naperville Park District has one of the lowest tax rates of any park district in the western suburbs. The average Naperville household pays about \$364 in taxes annually to the Park District. Taxes support nearly 50% of the Park District's budget, with the balance funded by user fees and other non-tax revenue.
- The Park District maintains over 75 miles of trails and walks, including the Riverwalk.
- The Naperville Park District has approximately 126 full-time staff, over 1,000 part-time staff, and approximately 87,543 volunteer hours annually.

2. MISSION, VISION, AND CORE VALUES

Volunteers are representatives of the Naperville Park District and assist in fulfilling our mission and vision, guided by a common set of values.

Naperville Park District Mission: We provide recreation and park experiences that promote healthy lives, healthy minds and a healthy community.

Naperville Park District Vision: To be a national leader in parks and recreation providing and promoting high quality experiences and facilities at a great value to our community.

Naperville Park District Core Values:

The Park District embraces these core values that emphasize collaboration, integrity and accountability:

Health and Wellness	<ul style="list-style-type: none">• Promote community health and wellness• Help build healthy lifestyles and encourage a reduction in obesity• Promote year round physical fitness
Environmental Education, Stewardship and Sustainability	<ul style="list-style-type: none">• Promote natural resource management• Promote sustainability initiatives
Community Enrichment	<ul style="list-style-type: none">• Provide co-sponsored family special events• Promote cultural diversity and creativity• Promote community involvement
Public Safety	<ul style="list-style-type: none">• Meet or exceed public safety standards• Collaborate with other units of government to promote public safety
Accessibility	<ul style="list-style-type: none">• Promote connectivity of recreational paths or trails• Provide accessible parks, facilities and programs
Personal Growth and Enrichment	<ul style="list-style-type: none">• Promote personal creativity• Promote the development of life skills• Promote positive human interactions

3. CONTACT INFORMATION

Naperville Park District **630-848-5000**

Emergency **911**
If dialing from a hard line within a Park District building* **911 or 9-911

Other Public Safety Contacts

City of Naperville Police (non-emergency) 630-420-6666

City of Naperville Fire (non-emergency) 630-420-6142

Park Police (non-emergency, cell) 630-601-0925

Park Watch Line (Voicemail) 630-848-5050

Naperville Park District Staff Contacts:

Volunteer & Events Manager (Non-Sport & General Questions)
Becca Krzyszkowski 630-848-3606

Program Manager – Soccer
Stephanie Ainslie 630-995-8927

Program Manager – Girls Softball, Coach Pitch, T Ball, Basketball
Fred Gusel 630-995-8923

Program Manager – Senior Adults
Lorraine Ouellette 630-848-3620

Program Manager – Performing Arts
Brittany Malatt 630-848-3619

Program Manager – Youth, Teens & Family
Beth Durso 630-848-3539

Superintendent of Recreation
Jackie Gonzalez 630-864-3952

Director of Recreation
Andrea Coates 630-848-3544

Director of Parks
Tim Quigley 630-848-5037

Safety Manager
Jennifer Herrmann 630-848-2139

Director of Human Resources
Katie Sepe 630-848-3508

4. IMPORTANT INFORMATION

Proper Dress and Appearance

There are many different volunteering opportunities through the Park District. Some opportunities may require volunteers to wear a Park District issued shirt or uniform and other opportunities may require volunteers to wear clothing that protects from certain elements and environments. We ask that while you volunteer, you follow the proper attire guidelines provided by the Park District for each volunteering opportunity.

Attendance, Punctuality, and Dependability

The Park District is grateful for your time and commitment. The success of many programs and events often times depends on volunteer assistance. It is important that we maintain schedules and timelines to run smooth and successful events and programs. We ask that you please arrive on time for your volunteer duties. In the event you are going to be late or absent, please call the appropriate supervisor.

Abused and Neglected Child Reporting Act

The Park District is committed to compliance with the Abused and Neglected Child Reporting Act (325 ILCS 5/4). Pursuant to this Act, mandated reporters are required to report or cause a report to be made to the child abuse hotline number, (1-800-25A-BUSE) whenever they have reasonable cause to believe that a child may be neglected or abused.

As a volunteer, you are not considered a mandated reporter, but you are a representative of the Park District and may be faced with a situation in which a child feels comfortable confiding in you. Although you are not required to, we encourage you to contact the appropriate supervisor first and then Child Abuse Hotline to file a report if you feel a child is being abused or neglected.

Non-Discrimination and Anti-Harassment

The Park District is committed to providing an environment in which all individuals are treated with respect and dignity.

It is the responsibility of each and every employee, officer, official, park commissioner, agent, volunteer, and vendor of the Park District, as well as anyone using the Park District's facilities, to refrain from sexual and other harassment. Harassment and discrimination are not tolerated and should be reported to the Volunteer Manager, Director of Human Resources, Executive Director or any Park District manager immediately.

Drug & Alcohol Free

The use, sale, purchase, manufacture, distribution, dispensation, presence in one's system or possession of drugs or alcohol by any volunteer while on Park District premises, or acting on behalf of the Park District, is strictly prohibited. The Park District retains the right to excuse any volunteer from their service if there is suspicion and/or proof of a violation to this policy.

Tobacco Use

Naperville Park District parks and facilities are smoke and tobacco free. Smoking is restricted to designated vehicle parking areas and adjacent streets where parking is permitted.

Weapon Policy

Volunteers are strictly prohibited from possessing or keeping any weapon at any Park District event or on Park District property, including parking lots. Weapons include visible and concealed weapons, including those the owner has necessary permits. Weapons can include firearms, knives with a blade longer than three inches, explosive materials, or any other objects that could be used to harass, intimidate, or injure another individual.

Volunteer Records

The Naperville Park District requires all prospective volunteers to complete a Naperville Park District Volunteer Application (Online at www.napervilleparks.org/volunteer) or a Volunteer Application (Appendix A). All volunteers are also subject to a Department of Children and Family Services Background Check (Appendix B). All *volunteer coaches* will submit information for a Criminal Background Check online through the SportsEngine Portal. All volunteers are subject to complete a Criminal Background Check, if requested to do so by Naperville Park District staff. DCFS and Criminal Background checks expire after two years and must be renewed.

The Park District will keep necessary information on file for recognition, recruiting, safety, and accounting purposes. Some examples of forms that will be maintained include:

- Volunteer application and agreement (Appendix A)
- DCFS background check (Appendix B)
- Criminal Background Check
- Volunteer Time Tracker
- Letter documenting volunteer service
- Volunteer Handbook Acknowledgement (Appendix C)
- Other paperwork that may be required by the volunteer position

5. CRITERIA FOR EXCLUSION

The Naperville Park District will deny the application of volunteers with a criminal history that demonstrates a risk to the safety or well-being of participants and staff. A person will be disqualified and prohibited from serving as a volunteer if the person has been found guilty of the following crimes:

For purposes of this policy; Guilty shall mean that a person was found guilty following a trial, entered a guilty plea, entered a no contest plea accompanied by a court finding of guilt (Regardless of adjudication), or received court directed programs in lieu of conviction

Sex Offenses

All Sex Offenses Regardless of the amount of time since offense.

Felonies

All Felony Violence Regardless of the amount of time since offense.

All Felony offenses other than violence or sex within the past 10 years.

Misdemeanors

All misdemeanor violence offenses within the past 7 years

Two or more misdemeanor drug & alcohol offenses within the past 7 years.

Any other misdemeanor within the past 5 years that would be considered a potential danger to children or is directly related to the functions of that volunteer.

Pending Cases

Individuals found to have pending court cases for any of the disqualifying offenses will be disqualified. If the disposition of the pending case does not meet the criteria for the disqualification as listed above, the individual would then be cleared and reinstated. Among the factors taken into consideration are the nature of the offense, the age of the person at the time of the offense, and the amount of time between the date of the offense and the date of the application.

In addition to the criteria above, the Naperville Park District reserves the right to decline the services of a volunteer at any time for any reason. Anyone disqualified under this policy has the right to examine the information on which the Park District has made its decision and appeal the decision to the Director of Recreation.

6. BEHAVIOR CODE OF CONDUCT

The Naperville Park District's mission is to provide recreation and park experiences that promote healthy lives, healthy minds and a healthy community. In support of our mission, the District enforces a Behavior Code of Conduct for all individuals participating or volunteering in a District program or activity, attending a class or event, or using District facilities or property. The code of conduct addresses the minimum expected behavior of every participant and park and facility guest to ensure the safety and comfort of all involved.

All participants and park and facility guests are expected to exhibit appropriate behavior at all times. This Behavior Code of Conduct represents the overall District expectations and is aligned with the District's Conduct Ordinance #641 and other conduct and/or behavioral systems within specific programs or services. Participants, parents, volunteers and guests are required to make themselves informed and aware of this Behavior Code of Conduct, as well as any other rules and behavior expectations developed for specific programs, events, parks and facilities as deemed necessary by the Naperville Park District.

The Naperville Park District insists that all participants and park and facility guests comply with the following basic behavior. All participants and park and facility guests shall:

1. Show respect to all participants, staff, volunteers, and park and facility guests. Participants and guests must follow program, park and facility rules and take direction from District staff.
2. Refrain from using abusive or foul language.
3. Refrain from threatening or causing bodily harm to self, other participants, guests, volunteers and/or staff.
4. Refrain from causing damage to property of others and District assets, such as equipment, supplies, parks and facilities.
5. Not possess any weapons, except in instances where equipment is needed for participation in program, such as trapshooting and archery.
6. Uphold the rules, regulations and policies of the Naperville Park District.

Failure to follow the Naperville Park District Behavior Code of Conduct may result in removal of the participant or guest from the program, event, park or facility.

7. SAFETY & RISK MANAGEMENT PROCEDURES

General Safety Rules

It is the Park District's intent to provide a safe environment for volunteers and the public. While serving the District, volunteers are expected to perform their assignments in a safe manner.

Safety is a very important responsibility, and it is every volunteer's responsibility to act in a safe manner and take actions to keep themselves, fellow volunteers, and the public free from harm. Carelessness, inattention, neglect and disregard for safety can result in accidents and injuries. Therefore, you must at all times be careful, attentive, alert, and follow proper safety procedures.

In the event you identify a safety hazard or unsafe environment, report it to the supervising District employee immediately upon your discovery of such condition.

Lifting/Carrying

Volunteers who must lift and/or carry heavy objects should seek assistance with any objects that the volunteer is unable to lift and/or carry safely by themselves. Lifting should be done using the volunteer's knees and not the back. Keep the back straight, head up, and keep the object close to the body. Refrain from twisting and contorting the body.

Accident/Incident Reporting

Notify the employee who is working onsite or is in charge of the project/event when an accident, injury, or damage caused/identified during the course of volunteering.

Statements of Admission

If involved in or witness to an accident or injury, do not admit to liability or make a statement of admission on behalf of the Park District. Please direct any inquiries and concerns to the Safety Manager.

Crisis Management

There is the potential for an unfortunate event to occur on Park District property or involve Park District activities that may draw attention and media interest. In order to provide an accurate and consistent message to the public of the events that took place, the Executive Director, or designee, will serve as our designated spokesperson and will provide information to the media. If approached by the media with an inquiry regarding an event, please direct them to the Executive Director to acquire any information.

Right-to-Know

The Park District has developed a comprehensive Hazard Communication program to ensure that information on the hazards of chemicals used in our operations is communicated to appropriate individuals. Although volunteers are not expected to be exposed to such products or environments often, there may be times when this program would apply. In that event, the onsite Park District employee will have access to a copy of the Safety Data Sheet for all chemicals in use.

Reporting Hazardous Conditions

If a hazard or safety concern is identified, caution others by making the hazard known and notify a Park District employee immediately.

Fire

If smoke or fire is detected within a facility, the follow posted evacuation routes and exit the building immediately. Remain at the assembly point until released by emergency crews.

Severe Weather

There are a variety of volunteering opportunities in a variety of environments. Many volunteering opportunities are outdoors, which may at times present an uncomfortable or even hazardous environment. All volunteers are expected to work within their limitations and to place their personal health and safety first.

The following procedures can be used as a guide to better protect from severe weather.

Hot Environments

- Know signs & symptoms of heat-related illnesses.
- Monitor yourself.
- Block out direct sun or other heat sources.
- Drink plenty of water.
- Avoid beverages which contribute to dehydration such as coffee and tea.
- Take frequent breaks.
- Wear lightweight, loose-fitting, light-colored clothing. Remove saturated clothing.
- Get plenty of rest.

Cold Environments

- Know the signs & Symptoms of cold-induced illnesses.
- Keep clothing clean.
- Avoid overheating.
- Wear clothes loose and in layers.
- Keep clothes dry. Remove saturated clothing.

Tornado

Tornadoes are a local storm of short duration formed by high speed rotating winds. If severe weather is imminent, listen to local weather forecasts for frequent updates. In the event of a tornado warning, seek shelter immediately. If inside of a building, go to the center of an interior room on the lowest level possible. If outside with no shelter; lie flat in a nearby ditch or depression and cover your head with your hands. Be aware of the potential for flooding. Stay in the shelter area until the tornado warning is terminated.

Lightning

If lightning is observed, thunder is heard, or a lightning warning system is sounded, all work must be suspended and volunteers should seek appropriate shelter. If possible, seek shelter in a building or fully enclosed metal vehicle with the windows completely shut. Remain in the shelter area for 30 minutes after the last sign of lightning or sound of thunder. If a location has a lightning warning system present, activities may resume once the all clear signal is sounded. Remember that lightning warning systems are not fail-proof, and to always rely on the 30 minute rule.

Medical Response

In an emergency, call 911. Next, as soon as possible, call the Volunteer Manager or Park District employee onsite or in charge of the event/project.

In the event anyone is injured or is affected by an illness, volunteers are not required to administer first aid and/or CPR. However, if a volunteer chooses to provide first aid, it should be consistent with their comfort level and training.

Always contact 911 immediately in the following situations:

- The injury or illness requires care greater than you are able to provide.
- You feel uncomfortable with the situation. If any doubt exists, it is recommended to err on the side of caution and contact the local paramedics who can use their advanced medical training to determine what treatment is needed.
- A head injury has occurred. Head injuries have the potential to be very serious without visible or easily identifiable symptoms. It is best if a medical professional evaluates an injured person.

If the injured or ill person is unable to drive themselves and a relative or friend cannot be reached. Under no circumstances should a volunteer transport participants or patrons to a medical facility, to their home, or any other location.

Communicable Disease

The possibility of infection from exposure to human blood or other infectious material is a risk that individuals face on a daily basis. The Park District follows the philosophy of universal precautions, which means all human blood and bodily fluids are treated as if known to be infectious for blood borne pathogens. It is critical to use protective barriers to better protect from exposure to blood borne pathogens.

8. VOLUNTEER BENEFITS

The Naperville Park District values each of our volunteers and we want to recognize your efforts. In the spirit of continuous improvement, we are always looking for new and better ways to recognize and reward our volunteers. We welcome your suggestions and feedback.

Parents who assist with Naperville Park District youth soccer, t-ball, coach-pitch, and youth softball programs are eligible for priority registration for their children in the relevant youth athletic programs the following season.

Adults who volunteer at the Alfred Rubin Riverwalk Community Center programs for active older adults are invited to a special outing each spring in appreciation of their service to the Park District.

Students who need proof of service hours receive a letter documenting their hours upon completion of their volunteer commitment when requested.

All volunteers who serve 15 hours or more are invited to a volunteer appreciation event each year to honor their service and provide an experience of fun, food, and socializing.

Volunteer Medical Accident Coverage

If a volunteer is injured while performing volunteer duties, the Naperville Park District provides up to \$5,000 of supplemental medical insurance coverage for expenses not covered by the volunteer's personal health insurance. This coverage is managed and administered by the Park District Risk Management Agency (PDRMA).

Following an injury, the Volunteer Manager or onsite Park District Employee should promptly complete an accident report and submit it to their supervisor. The report will then be forwarded to Human Resources for processing. Contact the Safety Manager for assistance in filing a claim with PDRMA.

APPENDIX A:

Volunteer Consent Form

Volunteer Informed Consent and Release

I offer to volunteer my services to the Naperville Park District ("Park District"), and recognize that I will not be paid in any way. As a volunteer, I recognize and acknowledge that there are certain risks of physical injury associated with volunteering in this activity and I agree to assume the full risk of injury, including death, physical injury, property damage, or any other loss, regardless of severity, which I may sustain as a result of volunteering in these activities. I understand that not all hazards and dangers can be foreseen. Depending on the particular activity, certain risks, dangers and injuries due to inclement weather, slipping, falling, carelessness, horseplay, premises defects, inadequate or defective equipment, exposure to communicable disease, and other circumstances inherent to recreational activities exist. In consideration of the Park District allowing me to volunteer, I knowingly, freely and voluntarily release, remise, and discharge the Park District, its officers, agents, representatives, employees, volunteers, and independent contractors from any and all liability claims, causes of action, and damages from any personal injury including death, personal loss or damages, or property loss or damage claims I may have or that may accrue to me as a result of volunteering in this activity. In the event that volunteering in this activity requires certain physical acts, I am capable of performing those acts and have not notified the Park District or the other individuals released herein of any reason why I should not be able to perform those physical acts.

Additionally, I hereby give consent for the Park District to use photos or video coverage of me and/or my minor child/ward in future publications and promotions and acknowledge that these photos/videos remain the property of the Park District.

By signing below I certify, under oath, that I have never been convicted of a child sex offense or found to be a child sex offender. I also acknowledge that I have read the entirety of the Volunteer Handbook.

(First Name) *(Last Name)* *(Date of Birth)*

(Street/Apt#) *(City)* *(State)* *(Zip Code)*

(Phone) *(Email)*

(Volunteer Project) *(Volunteer Group/Organization) if applicable*

(Names of children or volunteer under the age 18 in my supervision for this) if applicable

Signature of adult volunteer or parent/guardian of volunteer

APPENDIX B:

DCFS Background Checks are completed online as of April 12, 2024. Please contact the Volunteer & Events Manager for more information.

APPENDIX C:

Volunteer Handbook Acknowledgement

I hereby acknowledge receipt of the Naperville Park District Volunteer Handbook. I agree that if there is any information in this handbook that I do not understand, I will seek clarification from the Volunteer Manager.

I also understand that the information contained in this Handbook can be changed or discontinued by the Park District at any time, with or without advance notice.

I understand and will comply with all provisions within this Handbook and any and all other Park District Policies, rules and guidelines as promulgated periodically. I further understand that violating any policy within this Handbook or any other Park District policy, ordinance, rule or guideline may subject me to being excused as a volunteer.

(Signature)

(Date)

(Printed First and Last Name)