

Volunteer Policy

1. Langdon Public Library welcomes the skills and talents of volunteers to support and extend the services of the Library. Volunteers do not replace paid staff, but do assist with library events and facility needs. The number and type of volunteers accepted will be based on the amount of work and supervisory time available. The Langdon Public Library will abide by all Federal law, New Hampshire (NH) state law, and NH Department of Labor (DOL) guidelines concerning volunteers at not-for-profit agencies.

2. Volunteers will be informed of the mission, policies and procedures of the Library. Volunteers are expected to operate within the policies and procedures of the Library and in accordance with the letter and spirit of the Library's mission.

3. Some programs, such as the Summer Reading Program and Teen/Tween Advisory Group, may involve teens and children in enrichment tasks such as creating item displays, planning programs, or teaching skills. In these capacities, teens and children participate for their own enjoyment and education. These activities are considered "casual" as detailed in RSA 276-A:3 VII: "The term "casual work" shall mean employment which is infrequent or of brief duration or productive of little or sporadic income or not commonly held to establish an employer-employee relationship." and RSA 276-A:4 II (b) and "No youth under 16 years of age shall be employed or permitted to work without a certificate except... (b) At work defined in this chapter as casual." In the event that teens or children enter an arrangement with the library to perform formal work, such as becoming a "sub," or responsibilities other than those defined as casual, they will be asked to procure a signed youth employment certificate in compliance with RSAs 276-A:3 and 276-A:4.

Amended and approved by Library Trustees, December 31, 2024