



Youth Involvement on Worksites Policy Habitat for Humanity of Harvey County

A. Purpose

The purpose of this policy is to ensure the safety of youth on the work site by adhering to limitations on the activities that may be performed by youth of a certain age

B. Rationale

While it is important that youth be directly involved with the work of Habitat for Humanity, it is also important that they be involved in age-appropriate activities. The most important issue is the safety and well-being of any children involved on a worksite.

C. Policy

In recognition of federal labor laws regarding youth and the potential risk to youth's safety on a construction site, no one under the age of 18 is allowed to do any ultra-hazardous activities, which include the use of power tools or motor vehicles, demolition, roofing or working from a height of six feet or more, or excavation operations. In addition, during blitz builds many tasks are going on simultaneously and it is difficult to limit youth to age-appropriate activities. Therefore, blitz build volunteers must be at least 18 to participate.

Specifically, the following rules apply:

Dangerous work - Minimum age: 18 years

Would include working from a height of greater than six feet, roofing, using power tools or electrically or gas-powered equipment, the use of powder actuated tools, demolition or excavation.

General work - Minimum age: 15 years

Would include all other construction work, not considered light work or dangerous work, including carpentry, siding, plastering, flooring, laying foundations, masonry work, brick making, and finishing work. The use of hand tools would be part of general construction work.

Light work - Minimum age: 13 years

Does not include general construction, or working on a site where general construction is taking place. Would include lot clearing, meal preparation, painting, landscaping, transporting supplies (weight limit appropriate to the child's capacity and not more than 10-15 pounds), babysitting, and other similar work. It would also include any other activities (i) which are not likely to be harmful to the health or development of children and (ii) which is not such as to prejudice their attendance at school or their capacity to benefit from the instruction received. It should include:

- simple and well-defined tasks;
- lack of physical or mental effort that could endanger the child's health or development;
- the limited number of daily and weekly hours of work;
- regular breaks and weekly rest of at least 48 hours;
- no night work.

In situations where homeowner children under the age of 13 accompany their parent or guardian to the job site, these children should do no work or, where unavoidable, only the lightest assistance of volunteer support (such as offering refreshments) or site preparation (such as picking up trash) under parental/guardian supervision.

D. Youth Work Teams

- Youth must be age 13 or older at the time of volunteering.
- Work restrictions listed above need to be observed.
- Each group must include adequate supervision - with a ratio of a minimum of one adult for every four youth. Half of the supervising adults must have construction or building skills.
- Male and female adult supervisors must accompany groups of both male and female youth.

Board Approved Feb. 14, 2022