Volunteer Code of Conduct

PossAbilities Plus, Inc. · 1079 Atlantic Blvd #1, Atlantic Beach, FL 32233 · 904-595-5381

Thank you for volunteering with PossAbilities Plus. Our participants' safety, dignity, and privacy come first. Please read these guidelines before your first shift and ask a staff member if anything is unclear.

Communication Tips

- Speak to participants as the teens and adults they are. Use a natural, respectful tone, never a childish or "sing-song" voice.
- Use clear, literal language. Avoid sarcasm, idioms, and figures of speech that can be confusing.
- Give one direction at a time and allow extra time for a response.
- Talk with participants, not about them, and use their names.

Sensory Awareness

- Some participants are sensitive to noise, light, touch, or smells. Keep voices calm and skip strong fragrances.
- Always ask before touching, and respect personal space.
- Support breaks or a quiet space without drawing attention.
- Watch for signs of overload (covering ears, pacing, withdrawing) and let staff know.

Behavior Support

- Stay calm, patient, and positive. Praise effort, not just results.
- Follow staff direction and each participant's support plan.
- If a behavior concerns you, get a staff member right away rather than handling it alone.
- Keep participant information private. No photos or social posts without permission.

Safety Boundaries

- **Never discipline a participant.** Redirect calmly and bring in staff.
- **Never be left alone with a participant.** Always stay within sight of staff or other volunteers.
- Do not give personal care, medication, or rides.
- Report any injury, concern, or suspected abuse to staff immediately.

Volunteer acknowledgment

I have read and agree to follow the PossAbilities Plus Volunteer Code of Conduct.

Volunteer name (print) Signature Date

Questions? Email PossAbilitiesPlus@gmail.com or call 904-595-5381.