

**DEPARTMENT OF MUSEUM VOLUNTEERS**  
**VOLUNTEER RESOURCES POLICY**

**Preamble:**

The Department of Museum Volunteers (DMV) values its members who give their time, creativity and financial support to the Royal Ontario Museum (ROM), and encourages individual integrity, commitment, reliability, initiative and co-operation.

**Policy:**

It is the policy of the DMV to foster and support a strong and diverse volunteer base. To this end, the DMV will strive to:

- Provide suitable and meaningful activities for its volunteers.
- Recruit, orient, place, train, acknowledge and recognize its members.
- Provide an environment that is free from abuse, harassment, denigration or any other discriminatory practice.
- Provide a safe and healthy work environment.
- Respect and value the contributions and input of all members.
- Accommodate volunteers with disabilities, wherever reasonably possible.
- Communicate effectively and regularly and encourage dialogue with members on issues relating to the DMV and its operations.
- Foster and support co-operation in complementary activities conducted at the ROM by employees and volunteers.
- Develop active partnerships in all activities that support the objectives of the DMV and the ROM.

Members are expected to meet their commitment to participate in, or provide support for, specific programs or activities.

**Related Policies & Practices:**

DMV Membership Policy

DMV Abuse, Harassment & Discrimination Policy

DMV Publications & Media Policy

ROM Human Resources (Employees & Volunteers) Policy

ROM Health & Safety in the Workplace Policy

ROM Workplace Abuse, Harassment & Discrimination Policy

ROM Workplace Abuse, Harassment & Discrimination Practice

ROM OHSP Workplace Violence Procedure