

## Northland Community and Technical College

### **4037 Use of Volunteers Policy**

Northland Community and Technical College recognizes that volunteers provide an important resource for the college. Individuals shall be considered volunteers only when their services are offered freely and without pressure of coercion, direct or implied. Volunteers will not be used to displace employees. Volunteers are expected to donate their time and services without contemplation of pay and are not considered employees of the college. Volunteers are subject to the same expectations as college employees and are expected to follow college and Minnesota State Colleges and Universities Board policies, and state and federal laws. All volunteers must be under the supervision of an NCTC employee.

Date of Adoption: SGC 12-14-06

Date of Implementation: 12-14-06

Date & Subject of Revisions: