



# Volunteer Handbook

Required reading for all participants in avian monitoring programs

March 2023



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## PREFACE

Reading this manual is required for volunteers at the Lesser Slave Lake Bird Observatory (LSLBO) to keep our birds and personnel safe and to collect the best data possible. This manual is intended as a ‘living document’ which will need periodic updating; we welcome any suggestions for improvements! It is the third edition to the LSLBO’s volunteer handbook with revisions by Jul Wojnowski (2003), Richard Krikun (2014), and Robyn Perkins (2023).

**You do not have to be an expert birder to become a volunteer.**

If you have a passion for birds and wish to see some of the most sought-after species in North America, we’d like to hear from you!

### General Inquiries

info@LSLBO.org  
1 (780) 849-8240

### Executive Director

executive.director@BorealBirdCentre.ca

### Director of Field Monitoring

bic@LSLBO.org

### Interested?

Scan the code or visit:

**www.LSLBO.org**

And select

→ *Support*

→ *Volunteer*

*Opportunities*



# AN OVERVIEW OF VOLUNTEERING

## Types of Volunteers

**Local volunteers:** Schedules for local volunteers are flexible. We encourage you to join us from the day's start to finish, but if you live or work locally, you may leave early. For example, you may wish to come out for the early morning rushes before going to work mid-morning. Often the first four hours are the busiest each morning and when we need the most help.

**Travelling volunteers:** Travelling volunteers stay for a minimum of two days and a maximum of one month. Accommodation is provided, but you must supply your own food, bedding, and toiletries. If you use the provided accommodation, you must participate in full monitoring efforts. Due to the early mornings, you may arrive the day before your first day of monitoring.

**Visiting banders:** The same restrictions apply to visiting banders as to travelling volunteers. Please be advised that regardless of your experience, you will not be able to open nets or handle birds until the Bander-in-Charge has assessed your skills and given you explicit permissions.

**Other:** If you have no desire to assist with our field work, there are always other opportunities to help! These can include data entry, station maintenance, helping deliver educational programs, or joining our board of directors. If you have any specific projects in mind, please reach out to us at [info@LSLBO.org](mailto:info@LSLBO.org). If this describes you, you do not need to read this manual.

## Volunteer Expectations

### What you can expect from us

We accept volunteers from all walks of life and are eager to share our knowledge and to provide training to any volunteer over the age of 16. Volunteer experiences are tailored to the volunteer's aptitude and previous experiences of birding and banding. As guided by the Bander's Code of Ethics (Appendix A), you can expect us to be patient, respectful, and offer constructive feedback. Your safety and welfare will be taken seriously. Health and safety concerns will be resolved in a timely manner. We will always try our best to make good use of the time you are committing to us. A general roadmap for volunteer training is provided on page 7.

### What we expect from you

Volunteers are expected to work within their skills and abilities and be open and responsive to feedback and willing to learn. Volunteers must be punctual, well prepared, follow instructions, tolerate biting insects, be safety conscious, be able to work in all weather conditions, have rigorous attention to detail, patience, and above all have a passion and respect for birds and wildlife. As a part of our focus on safety, please ask questions and never put yourself in a situation in which you are uncomfortable.

# OVERVIEW OF THE LSLBO

## Goals and Priorities

### **Dedicated to bird conservation through research and education**

The overarching goals of the LSLBO are to provide comparable year-to-year data on bird population trends, breeding, and migration timing for use in conservation initiatives and to share our enthusiasm for birds with anyone that will listen. Our daily priorities are:

- 1. Human safety**
- 2. Bird safety**
- 3. Data quality**

All daily activities will be guided by these priorities which require the cooperation of all staff and volunteers. We hope that this document will serve as an introduction to how we achieve these goals and to what you may expect as a volunteer.

## A Brief History

Our core research programs focus on monitoring bird populations in the Lesser Slave Lake Provincial Park, approximately 300 km north of Edmonton, Alberta, and 20 km north of the town of Slave Lake. After trials in 1993, the LSLBO was born in 1994 with monitoring efforts standardized in 1995. We have operated our core programs of spring and fall migration monitoring and Monitoring Avian Productivity and Survivorship (MAPS) every year since. In 2004, fall Northern Saw-whet Owl migration monitoring was introduced as a fourth core program.

Alongside these core programs, we perform additional short-term research. These are often collaborative projects with external researchers. These collaborative projects vary year to year, but have included breeding bird surveys, feather collection, radio-telemetry, geolocator deployment, and parasite sampling.

Through education partnerships, the LSLBO provides positive experiences for visitors while maintaining high standards for bird safety and data collection to promote bird conservation. In 2006, a partnership between the LSLBO and Alberta Parks created the Boreal Centre for Bird Conservation (BCBC). This gold-level LEED certified visitor information centre seeks to educate the general public, students, and industry stakeholders about our local birds, their critical boreal habitat, and conservation initiatives.

## Station Hierarchy

Normally there will be two LSLBO staff members on-site, but one person (generally the most experienced staff member) is designated as the Bander-in-Charge (BIC) at all times. The BIC has the ultimate say on any station activity, including who can perform what tasks and net opening or closing. Volunteers should address questions and concerns to the BIC. If a conflict occurs between a volunteer and the BIC, the LSLBO's Executive Director may provide mediation.

## Where Can You Help?

Our migration monitoring program runs daily in spring and fall. This program tends to capture and record the highest number of birds of any of our programs, which makes it ideal for training volunteers. Since our Monitoring Avian Productivity and Survivorship (MAPS) program operates during the more sensitive breeding season and is often postponed when the weather is poor, we do not normally arrange for volunteers to help with MAPS. Similarly, since owl banding is weather-dependant and operates in the dark, it is not suitable for training new volunteers either. Experienced volunteers may be invited to participate in MAPS and owl banding only at the BIC's discretion.

## Core Monitoring Periods

The daily data collection period for migration monitoring begins half an hour before sunrise and ends seven hours later on fair weather days and five hours later on poor weather days.

Program	Yearly Timing
Spring Migration	Mid-April to June 10 (runs daily)
Fall Migration	July 12 to September 30 (runs daily)
*MAPS	June 11 to August 2 (runs 2-4 days per 10-day period, fair weather)
*Owl Banding	September 1 to late October (runs 6 nights per week, fair weather)

\*Only skilled volunteers *may be* invited to MAPS or owl banding.

## Migration Monitoring Methods

### What counts?

The *count area* is the habitat that can be surveyed by observers (including volunteers) who are moving along the trails and netlanes, the census route, the lakeshore, or the parking lot. Any birds seen or heard by observers who are within the count area during the count period are recorded, including all birds on or over the lake. Yes, this includes gulls and crows.

### How do we count it?

The Daily Total (DT) is an estimate of the total number of individuals from each species detected during the daily monitoring period and is derived from the totals of four monitoring techniques: census, visual migration watches, incidental observations, and captures. By compiling observations from multiple techniques and excluding duplicates between counting methods, we get a better estimate of counts for more species than any count method taken individually. If time or resources are limited, the census and visual migration watches take priority, followed by mist-netting. Even during poor-weather days, fair coverage is entirely possible and expected. There has been some remarkable migration on days of very foul weather when the mist-nets could not be opened. Work directed towards producing DTs takes precedence over other station activities, including maintenance tasks, visitor education, and volunteer training.

## Census

A 30-minute count along a 700 m long path by one of the most skilled birders on-site. Census must be done within the first two hours after sunrise. Since it is one of our most standardized and reliable counting methods, we take census very seriously. All personnel should do their best to not disturb birds or the census taker during this time. Combined efforts of experienced birders and those being trained for census are necessary until trainees are competent and confident enough to complete the census on their own (as judged by the BIC).

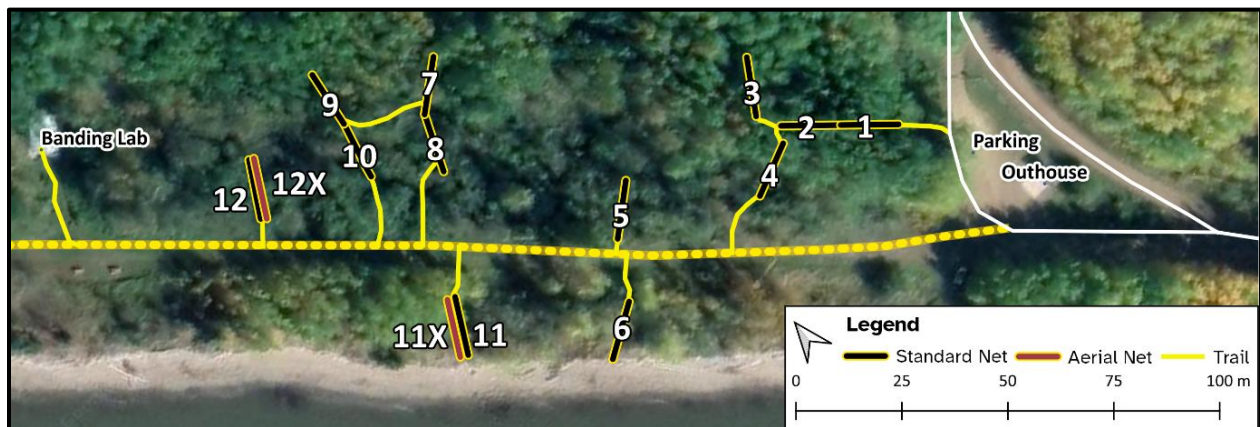
## Visible migration watches

Since we are in a migration corridor, anytime during the day there can be a constant flow of birds overhead. It is important to record all birds in the area, not just those caught in the nets or detected during the census. To monitor these overhead birds in a brief, but standardized way, a 5-minute visible migration watch (vis-mig) is conducted once hourly in the parking lot. The vis-mig observer must be able to identify at least 75% of the species normally encountered during migration by both sight and sound. Qualified observers should take turns conducting vis-migs throughout the day. Observers are required to use binoculars during vis-migs. Using a spotting scope is prohibited.

## Incidental observations

These are all other birds seen in the count area not recorded through our other methods. They can include birds seen on net rounds not captured in the nets, birds seen during vis-migs which were not deemed to be visibly migrating, and casual observations in the area throughout the period. Observers can use binoculars and spotting scopes. Do not rely on mental notes for these observations; record any bird seen or heard as soon as possible. All personnel on-site are expected to contribute to incidental observations to the extent of their abilities. Observers will confer regularly with each other to avoid recording individual birds multiple times.

## Captures



As shown above, we operate 12 consecutively labeled nets at standardized locations during migration monitoring and 2 non-standard aerial nets which hang approximately 3 m above the ground. The use of mist-nets and banding to record bird activity requires skill and practice. The BIC is responsible for ensuring that mist-netting and banding is conducted safely and in accordance with all protocols as briefly described on the next pages.



# Capturing and Handling Birds

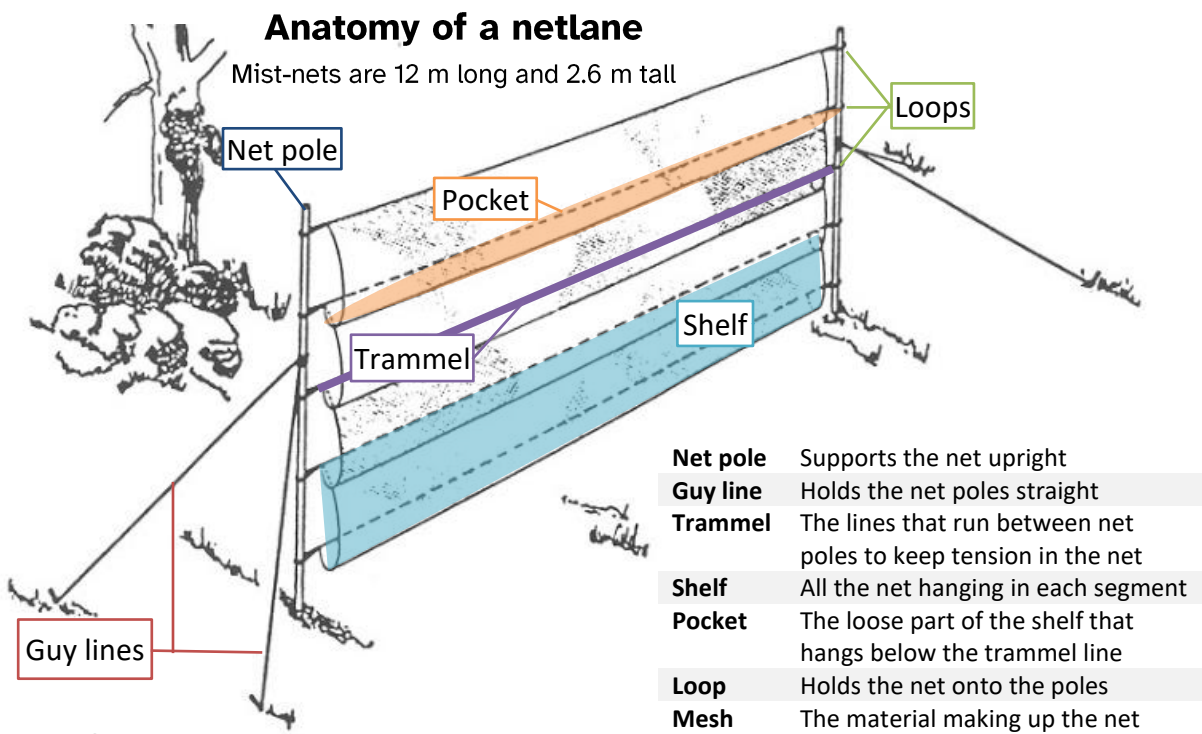
## Mist-nets

Capturing birds for banding at the LSLBO is done through mist-netting. Being non-selective, mist-nets produce a more accurate and reliable sample of bird populations and diversity than other traps. **No volunteer can be in the netlanes without direct supervision of an approved trainer or explicit permission from the BIC.** Everyone at the station must be aware whenever a net is opened or closed, otherwise a set net can get forgotten because one person mistakenly assumed that everyone was aware of that net's status.

To keep birds safe, nets are not opened if it is:

1. Raining
2. Exceedingly windy or gusty
3. Cold (below 0 °C on calm days or below 4 °C on breezy days)
4. Hot (above 27 °C on calm days)
5. High risk from predators

Once opened, nets must be checked every 30 minutes. When conditions require, nets may be checked every 15 minutes. In exceptional cases, it may be necessary to simply extract birds from the net and release many of them right away, unbanded. In this case, observers must record the species, date, time and netlane of capture for all released birds. During every net check and before closing the nets for the day, remove any insects, leaves, twigs, or other debris. If debris becomes entangled, the net is much harder to open or it may tear.





## Extracting birds

Removing birds from the nets takes a lot of training, experience, and patience. Volunteers are trained to extract birds from nets only once they are familiar with safe handling techniques and only if captures are low. Most extractions take less than a minute, but it can take months to learn these skills. Until the BIC deems your skills to be proficient, you will be closely supervised by skilled extractors at every step in the learning process.

Once birds are extracted, they are placed in cloth bags which are tied closed with the bag's drawstring to be carried to the banding lab. Only one bird is allowed per bag. Place the drawstring loop around your wrist and make sure you do not swing your arms when walking and never run. Once in bags, birds must remain on your wrists until you are at the banding lab.

## Processing birds

Banding birds is often the final lesson learned when becoming a bander. Volunteers will generally be trained to band birds only after they have been approved to extract birds from the nets without supervision. Although we make it look easy, it normally takes years to master the banding process and collect reliably accurate data. However, volunteers often begin their journeys right next to banders by scribing the data being collected. This lets us get all the birds processed and released faster, as described below.

## Recording capture data

**New bands:** Since birds have different sized legs, we have different sized bands, each of which gets its own datasheet for easier record keeping. After recording the complete nine-digit band number for the first band, the next bands can be referred to by their last two digits. Specific data fields will be described on your first day of scribing. Please ask as many questions as frequently as you need to understand these. **It does not matter how experienced the bander is if the data is not being recorded properly.** Leave a field blank if the data was not taken.

**Recaptures:** Some birds are captured which already have a band – these are called recaptures. Scribes must make sure that the bander has read the band number out twice and confirm that both readings agree with the band number the scribe has recorded. If there is a discrepancy, the band number must be read a third time.

## Releasing birds

All birds should be released immediately after they are processed. Most will be released from where they were banded, but some birds will be returned to the site where they were captured, including:

1. Females with a heavy brood patch or an egg in her oviduct
2. Dependent juveniles
3. Suspected family groups of adults and young birds captured together

# THE GENERAL VOLUNTEER ROADMAP

Now that you know what we do and why, the following describes the common steps of volunteer training. Volunteers are accepted from all walks of life from fledgling birders to visiting banders. All that is required is a great attitude, a willingness to learn, and a passion for birds. Since volunteers come to us with a spectrum of skills, experiences, and learning goals, we attempt to match each volunteer with skill and interest appropriate training. It is important to keep in mind that everyone develops at a different pace and that the station may become too busy at any time for us to be able to provide hands-on training.

## Gain excellent identification skills

For those that are interested in contributing to the observational side of our operations in addition to (or instead of) banding, we train volunteers to identify birds by both sight and sound. After volunteers have developed a thorough understanding of our protocols and can reliably identify over 75% of our common bird species, we will encourage them to begin recording their sightings with the ultimate goal of being able to do our most important daily count: census.



## Gain hands-on songbird capture skills

While the potential to handle birds is attractive for many, LSLBO staff need extremely high confidence and trust in each volunteer since capturing and handling birds does contain a degree of risk to the bird. At each learning stage we need to be absolutely certain that you are ready for the next step. You may exhibit high competence at each level for some time before we start training you in a new skill. We are happy to provide training to dedicated volunteers who may be committing to months, if not years, to mastering these skills. Skill-building opportunities are present with every visit and every bird.



## INTERACTING WITH THE PUBLIC

The LSLBO is open to public drop-ins and hosts tours throughout the monitoring period. All participants at any banding station must be especially concerned with maintaining good public relations. Some members of the public might understandably regard a captured bird with a certain amount of concern.

All volunteers represent the LSLBO and must treat all visitors with respect. Volunteers will never be put on the spot to give formal demonstrations. However, visitors may not understand that you are a volunteer and may expect you to chat or answer questions. Greet visitors with a friendly smile, answer only questions you are certain the answer to and redirect to LSLBO staff when you are uncertain of anything. Please help us keep an eye on visitors to ensure they are not entering the netlanes.

## TAKING AND PUBLISHING PICTURES

### What you can take photos or videos of

1. Free-flying or foraging birds, wildlife, plants, and landscapes.
2. At the bander's discretion, birds which have been processed.
3. Wings, tails, or other features useful for refining one's identification, aging, or sexing skills.
4. Staff or volunteers performing station activities.

### What you cannot take photos or videos of

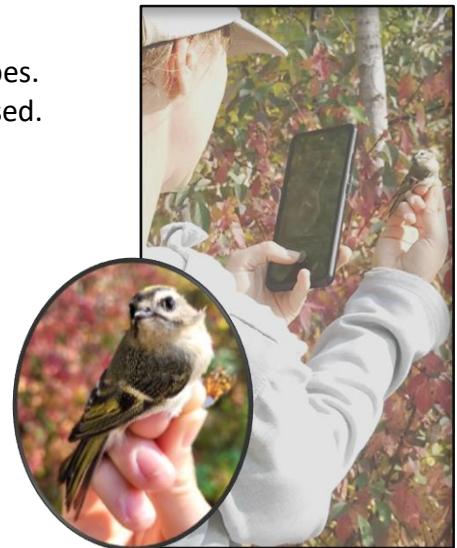
1. Birds captured in mist-nets.
2. Visitors to the station unless permission is acquired.
3. Data sheets or proprietary materials without consent.
4. Posing for selfies with birds in-the-hand is discouraged.

### When and how it is appropriate to take photos

1. Photos of unusual birds may be taken at any time at the BIC's discretion, but personal and educational photos are low priority and are acceptable only when captures are low.
2. Birds must be processed before photos are taken.
3. Birds will be held by experienced persons only and for less than one minute for photos.
4. Only birds showing no signs of stress may be photographed.
5. Flash photography is not allowed.
6. Videos record sound, so ensure that all commentary is appropriate.

### How to share photos and videos

1. Photos of captured birds should be shared with the LSLBO for inclusion in our photo library.
2. Images containing captured birds cannot be shared anywhere else without the prior expressed consent of the BIC - *every photo you wish to share must be vetted by the BIC.*
3. Photos can be misinterpreted, but this can be minimized by thoughtful commentary. Information associated with posted images and videos should be factual, professional, and provide context that enables viewers to appreciate the value of banding.

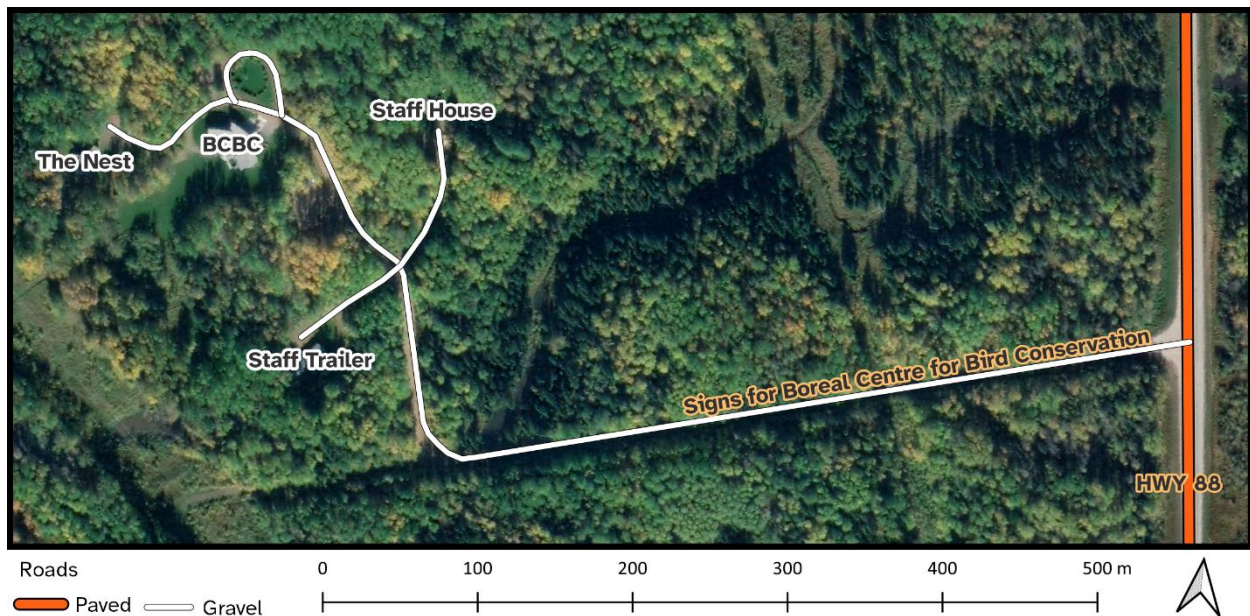


# HOW TO GET THERE

## Accommodations

Your first stop is likely to be the Boreal Centre for Bird Conservation:

1. If traveling from the east, as you approach Slave Lake on Highway 2, turn right at the first set of lights onto Highway 88 (if from west, left on second set of lights)
2. Travel north for approximately 18 km
3. Turn left/west onto a gravel road, signs for *Boreal Centre Bird Conservation*
4. Continue past the staff intersections and into the parking lot on the left
5. Check in with staff at the BCBC for further directions to your accommodations.



## Migration Monitoring Station



We may carpool daily, but if you choose to drive yourself:

1. From the BCBC, get back to Highway 88 and turn left
2. Continue north for approximately 3 km
3. Take your first left onto a gravel road, signs for *Lily Creek Group*
4. Continue straight down this road until you reach a parking lot with an outhouse on the shores of the lake
5. Park here and wait for LSLBO staff to arrive
6. If LSLBO staff have already begun opening the nets, wait here for them to return and grab their bags or proceed past the yellow gate and up the trail to the north to meet them at the lab (small, greenish building off the trail's right after about 200 m).

## WHAT TO BRING

### To the accommodations

Traveling volunteers are responsible for their own food and personal supplies. The accommodations have full amenities, but volunteers must bring a sleeping bag (or other bedding) and toiletries, including a towel. The afternoon and evenings are free, so bring personal entertainment. The lake is decent swimming in July and August and there is fishing, nice hikes, photo opportunities, and always time to enjoy a book. Internet may be found at the BCBC but is not suitable for streaming or large downloads.

### To the monitoring station

The field station is a short drive, but there is no opportunity to return to the accommodations once there, so bring everything you need each day. The station has an outhouse, microwave, and drinking water, but few other amenities. Bring snacks, lunch, and a warm drink. Volunteers must also bring appropriate field gear including outdoor clothing for all occasions (warm clothing, touque, mittens, and layers), sturdy hiking boots, full rain gear, and a hat. We do not use bug spray when handling birds, so bring a bug hat or jacket. A quality pair of binoculars can help speed your training, but we are able to lend out poor-quality optics if you require a set.

## SAFETY & ADMINISTRATIVE POLICIES

Active participation by everyone, every day, in every job is necessary for the health and safety excellence that we expect. Everyone should be aware of potential hazards and how to manage them by reviewing the relevant Hazard Assessment sheets. No one is allowed to perform unsafe practices or to jeopardize the health and safety of others or captured birds. Volunteers are not to work alone and must always be under the supervision of an LSLBO staff member.

### Emergency Procedures

Immediately report every job-related injury, regardless of severity, to your staff contact. The LSLBO Executive Director will maintain personal information to be used in case of emergency. If you have allergies or other health concerns, bring the appropriate medications (eg. EpiPen) since emergency services may take over half an hour to arrive.

### Environmental Hazards

Our leading hazards are environmental. Minor injuries can result from slips or falls. Avoid running and have closed-toe footwear with good ankle support to minimize the risk. The sun is often overlooked, but in the afternoon, it can become hot and heat stroke or sunburn are possible. Stay hydrated, wear a hat, and apply sunscreen. Early mornings may experience sub-zero temperatures and warm clothing is essential. Insects can also be a concern although they often aren't bad at the migration station. **The LSLBO does not allow insect repellent use for anyone who is handling birds.** Operators should cover up to minimize insect bites, including wearing full-length pants, gloves, and bug hats or jackets, and not wearing perfumes or strongly scented products. If you are allergic to stinging insects, alert LSLBO staff and bring your EpiPen.



## **Wildlife, Especially Black Bears**

The Park is home to many large animals including deer, moose, black bear, coyote, wolf, and sometimes cougar and grizzly bear. Wildlife is not likely to cause any harm beyond breaking nets, but always be aware that wild animals can be unpredictable and even deer can be dangerous if threatened. All wildlife should be treated respectfully and cautiously.

Black bears are common, and it is important to maintain excellent cleanliness of our surroundings to minimize bear encounters. All food must be kept in the banding building, vehicles, or bear-resistant trash bins. LSLBO staff always have bear spray on them. Good communication with everyone on-site is required for any predator sighting so we can effectively keep our birds, visitors, and personnel safe.

## **Smoking and Other Intoxicants**

Neither smoking nor vaping is permitted in any building. The parking lot is the designated smoking/vaping area. Be extremely careful about potential fire hazards, safely extinguish cigarettes and dispose of butts in a garbage can. Refrain from smoking during public events.

No alcohol, recreational cannabis products, or other intoxicants may be brought onto or consumed at the monitoring station. No employee or volunteer may work while under the influence of drugs, alcohol, or cannabis except when medically prescribed.

## **Medical Insurance**

Illness may strike at any time, especially when you are in a new environment with new routines and stressors. International volunteers are required to have personal travel or medical insurance coverage for the duration of their volunteer period. Canadian volunteers must bring their province-administered health insurance card. Interprovincial volunteers are encouraged to research their out-of-province coverage and to purchase private health insurance if paying out of pocket will prevent them from seeking medical or emergency dental care.

## **Comprehensive Liability**

As a member of the LSLBO, the volunteer is covered under the Lesser Slave Lake Bird Observatory Society Comprehensive General Liability, Accidental Death and Dismemberment and Weekly Indemnity Insurance policies subject to the terms and conditions of each policy at the time of loss. Such coverage will only apply while the volunteer is performing his or her authorized duties.

## **Personal Cell Phones**

The primary way to ensure a safe day is for everyone to stay in contact. All personnel must carry a cell phone and share contact information. Please refrain from making personal phone calls, texts, or otherwise using personal electronic devices during monitoring. This is especially important during public drop-ins and tours.

## **Parking**

Always use designated parking spaces to provide easy access for emergency services. The LSLBO accepts no responsibility for the safety or security of vehicles or their contents. If you witness a vehicle being damaged on our premises, immediately contact the Executive Director providing the license numbers of all vehicles involved and other pertinent information.

## **Products and Equipment**

Products developed by the volunteer for the LSLBO become the property of the LSLBO. Volunteers are responsible for any equipment lost, stolen, or damaged through their gross negligence. The LSLBO is not responsible for any of the volunteer's personal property.

## **Confidential Information**

While with the LSLBO, and for a period of twelve months after the end of the volunteer period, the volunteer shall not, without the prior written consent of the LSLBO, disclose to anyone any proprietary and private information such as, but not limited to, membership lists, financial information, current and future project proposals, and data.

## **Termination**

Volunteers may be terminated by the LSLBO as follows:

- If the volunteer is deemed to be a liability to the health and welfare of birds, visitors, or personnel, or to the professionalism of the LSLBO.
- If the volunteer is unable to provide the required willingness and services, by reason of temporary or permanent illness, incapacity, fear of birds, or inability to live and work in a physically demanding, team-based outdoor environment.
- Breach or default by the volunteer of any other material obligation outlined in the Volunteer Agreement, which breach or default is not cured within five days of written notice from the LSLBO.

The volunteer may terminate his/her time volunteering as follows:

- Breach or default of any material obligation of the LSLBO, which breach or default is not cured within five days of written notice from the volunteer.



# APPENDIX A

## THE BANDER'S CODE OF ETHICS

Courtesy of North American Banding Council



**1. More than anything else, banders are responsible for the safety and welfare of the birds they study.** This means that stress and risks of injury or death need to be minimized. Some basic rules are as follows:

- handle each bird carefully, gently, quietly, and with respect
- capture and process only as many birds as you can safely handle
- close traps or nets when there are known predators in the area
- do not band in inclement weather
- frequently assess the condition of traps and nets and repair them quickly
- trainees must be properly trained and supervised
- check nets every 20 to 30 minutes
- properly close all traps and nets at the end of the banding day
- do not leave traps and nets set and untended
- only double-bag non-aggressive birds of the same size and species
- use the correct band size and banding pliers for each species
- treat all bird injuries in the most humane way

**2. Banders must continually assess their own work to ensure that it is beyond reproach.**

- reassess methods and your approach whenever a mortality occurs
- accept constructive criticism from other banders

**3. Banders must offer honest and constructive assessment of others' work to help maintain the highest standards possible.**

- publish innovations in banding, capture and handling techniques
- educate prospective banders and trainers
- provide feedback of any instances of mistreatment of birds to the bander
- if there is no improvement, then file a report with the Banding Office

**4. Banders must ensure that the data gathered are accurate and complete.**

Please read the below volunteer agreement carefully. If you meet all conditions and are in agreement, sign below. If you are unable to print these pages, they can be provided upon arrival. **You will not be able to volunteer at the station until this agreement has been signed and we have emergency contacts on file.**

## VOLUNTEER AGREEMENT

I acknowledge that I have received **and read** a copy of the *Lesser Slave Lake Bird Observatory Volunteer Handbook*. I also understand and agree that:

1. Compliance to the best of my abilities with all policies and procedures including, but not limited to, those listed within the *Volunteer Handbook* is mandatory.
2. Additional information and policies may be implemented from time to time by the Lesser Slave Lake Bird Observatory.
3. The *Volunteer Handbook* is not an employment agreement or guarantee of employment or of a volunteer position.
4. My volunteer position with the Lesser Slave Lake Bird Observatory is 'at-will'. I understand that either I or the Lesser Slave Lake Bird Observatory may terminate the volunteer relationship, for any reason, at any time, with or without notice, regardless of the length of my volunteer position. I also understand that no circumstances arising out of my volunteering will alter my 'at-will' relationship. My status as an 'at-will' volunteer can only be changed through a written agreement duly authorized and executed by the Executive Director of the Lesser Slave Lake Bird Observatory and me.
5. I understand that no employee, volunteer, or other agent of the Lesser Slave Lake Bird Observatory is authorized to make any oral statements, agreements, promises, representations, or understandings inconsistent with this agreement.
6. The volunteer agrees that the LSLBO may, without charge or notice, use pictures of the volunteer taken during the volunteer period.

Signature of volunteer: \_\_\_\_\_ Date: \_\_\_\_\_

Printed name of volunteer: \_\_\_\_\_

Cell phone number: \_\_\_\_\_ Email: \_\_\_\_\_

# EMERGENCY CONTACT

## Primary Emergency Contact

Name: \_\_\_\_\_ Relationship: \_\_\_\_\_

Primary phone: \_\_\_\_\_ Email: \_\_\_\_\_

## Secondary Emergency Contact

Name: \_\_\_\_\_ Relationship: \_\_\_\_\_

Primary phone: \_\_\_\_\_ Email: \_\_\_\_\_

## Allergies and Other Health Concerns

LSLBO staff should be aware of my following allergies or medical conditions which may require their attention:

☐ None to declare

Condition: \_\_\_\_\_ ☐ Life-threatening ☐ Not life-threatening

Which may require:

☐ Medication \_\_\_\_\_, which I will provide and carry on my person.

☐ LSLBO staff have my consent to administer this medication if I am incapacitated. I will communicate serious symptoms, medication location, and medication administration.

☐ The following accommodations: \_\_\_\_\_

☐ No action

Condition: \_\_\_\_\_ ☐ Life-threatening ☐ Not life-threatening

Which may require:

☐ Medication \_\_\_\_\_, which I will provide and carry on my person.

☐ LSLBO staff have my consent to administer this medication if I am incapacitated. I will communicate serious symptoms, medication location, and medication administration.

☐ The following accommodations: \_\_\_\_\_

☐ No action