

Job Site Youth Policy

The Secretary of Labor has set out guidelines from which Habitat for Humanity – Greater Columbus has adopted for all construction sites. In addition, Habitat requests all construction leaders to help with the compliance of this policy.

The **only** exception to this policy is when a **school-supervised** and **school-administered** work experience or career exploration program has been coordinated through Habitat. In this case, **the sponsoring school is required to certify that the exception applies to each child.**

Youth under the age of 13

Are not allowed on job sites when construction is being performed, but they can do non-construction related projects off site.

Youth ages 14 and 15

Are not allowed on job sites when construction is being done, but they can do any of the following:

1. Site clearing
2. Clean up work
3. Landscaping work that does not involve the use of power tools or machinery
4. Carpentry that is done off site and does not involve the use of power tools, or working on a ladder or any other heights
5. Volunteer in Habitat's ReStore

Youth ages 16 and 17

Are allowed on job sites while construction is in progress when working alongside an adult (21 or older). They may not do any of the following, which are considered hazardous jobs:

1. Work involving power tools or heavy machinery
2. Wrecking and demolition
3. Excavation/working around open holes or excavations
4. Roofing or activities involving heights on ladders or scaffolding
5. Driving Habitat owned motor vehicles

All youth under the age of 18 must have a minor waiver form signed by a parent or guardian before beginning to volunteer. Anyone 18 and over must have signed an adult waiver form before beginning to volunteer.

All youth under the age of 18 must have adult supervision, with no more than 5 youths to 1 adult.