Thank you for your interest in volunteering at the Gleason Public Library. We at the Gleason believe our volunteers are valuable and wonderful people and will do our best to make sure their experiences are meaningful and enjoyable.

The primary goals of the volunteer program are to:
- Allow citizens the opportunity to contribute to the Carlisle community
- Allow library staff to develop working relationships with citizens
- Maximize staff efficiency

Selection of volunteers
- Volunteers are selected based on their qualifications in relation to the needs of the library at any given time and based on their ability to commit to a consistent schedule of volunteer hours.
- Volunteers do not replace paid staff but donate their time and skills to supplement services provided by paid staff. Please note that volunteers do not work at library service desks.
- Volunteers must be 13 years of age or older.
- Prospective volunteers are required to complete a Volunteer Application Form. The Library Director or Assistant Director will review the application and schedule an interview if the application meets all requirements.
- Prior knowledge of library procedures, such as the Dewey Decimal System, is not required; Gleason staff will train volunteers for their volunteer duties.
- If there are not suitable volunteer opportunities available, applications will be kept on file for one year. Applicants may be called to volunteer for special projects during that time.

Volunteer assignments
The following lists some of the tasks volunteers perform:
- Shelving library materials
- Organizing and cleaning shelves
- Cutting, pasting, etc.
- Photocopying, collating, folding, stapling
- Assisting with events
- Weeding, raking, and general grounds maintenance
- Assisting with recycling
- Assisting with book preparation
- Special projects as assigned

Volunteer guidelines
- Volunteers are expected to act in accordance with library policies and to reflect positive customer service attitudes to all patrons.
- Volunteers are expected to report to work at the scheduled time. Volunteers should notify the Library as soon as possible if they will be late or absent. Volunteers must sign in and out time worked in the volunteer log.
Volunteer Policy & Application

Gleason Public Library
Volunteer guidelines, continued

- By law, a government agency cannot practice any form of discrimination. All library staff and volunteers must treat all people with dignity and respect. Volunteers should refer all policy questions from the public to a staff member.
- By law, all patron information is confidential; volunteers should not reveal patron information to others.
- Volunteer staff who are shelving items are often asked for assistance locating items. Volunteers must use their best judgement when assisting patrons. When in doubt, volunteers should always seek the assistance of library staff.
- Volunteers should report any safety hazards or injuries immediately to a staff member.
- It is expected that a volunteer’s dress and grooming be appropriate for representing the library in a public environment and in keeping with his or her work assignment.
- Socializing with friends during scheduled volunteer time is discouraged.
- Volunteers may be subject to review and evaluation, correction, and possibly termination in the best interest of the library.
- To end a volunteer commitment, volunteers should notify their supervisor of that decision and the effective date.

Questions
If you have questions regarding volunteering, please ask at the library, email director@gleasonlibrary.org, or call us at (978) 369-4898. Thank you!

Approved February 14, 2013, Gleason Public Library Trustees; Updated April 10, 2023
Gleason Public Library Volunteer Application

Name______________________________________________________________

Address_____________________________________________________________________

Phone_________________________________ Email_________________________________

School (if applicable) ___________________________ Grade__________________

I am seeking a volunteer position:

☐ to satisfy school/scholarship/graduation requirements: need to complete _____ hours by ______

☐ to become a regular volunteer

☐ to be on call for special projects or events

☐ to fulfill court ordered community service: need to complete ________ hours by ____

☐ other, please explain _______________________________________________________

Please list any applicable work experience, skills, or special interests: ____________________________

_______________________________________________________________________________________

_______________________________________________________________________________________

_______________________________________________________________________________________

_______________________________________________________________________________________

Physical Requirements

Volunteer duties may require bending, reaching, light lifting, standing, etc. Please list any physical

limitations that we should know about: _____________________________________________________________

Availability

Please list times that you are available:

Mondays_________________________ Tuesdays_______________________

Wednesdays______________________ Thursdays________________________

Fridays_________________________ Saturdays________________________

Person to Contact in Case of Emergency

Name___________________________ Phone Number________________________

By signing below, I agree to abide by the requirements as described in the Volunteer Policy.

Signature of Applicant_________________________________________ Date_______________

If under the age of 18, parental consent is required:

Signature of parent or legal guardian _____________________________ Date_______________

For staff use only (initial and date):

Contacted applicant? ______________________ Interviewed?__________________________

Start date_________________________ End date__________________________

Notes (special skills, interests, or needs):