



# HUMANE SOCIETY INTERNATIONAL

CANADA

## Essential Capabilities of Volunteers

### Animal Rescue Team

There are several animal care needs within the Animal Rescue Team that are typically fulfilled by volunteers who work with cats and dogs. To safely and effectively serve as a volunteer when deployed, volunteers need to possess the following physical, mental, and emotional capacities. Your signature on this form indicates you believe you possess these basic capabilities, with your written acknowledgement of any limitations. Please note: some accommodations can be made and will be taken into consideration relative to role placement.

### Essential Physical Capabilities

- Quick reflexes and ability to use both hands simultaneously (example: open cage door while handling animal).
- High level of manual dexterity to leash/harness animals and handle small tools.
- Ability to walk unaided on unpaved, uneven, rugged and sometimes muddy and slippery terrain.
- Ability to bend and squat in order to leash/harness and pick up an animal.
- Ability to stand for significant periods of time.
- Average vision (with or without correction) to move safely around the building, to be able to observe animal body language without difficulty, and to be able to read notes on animals' paperwork.
- Ability to hear if animal is growling or making sounds indicating fear or pain.
- Ability to speak and effectively communicate in English and/or French verbally as well as in written form.
- Ability to maneuver well in tight spaces.
- Must not have strong allergies to animals or to chemicals, such as those used in grooming or cleaning, that can't be managed by medication.
- Ability to deal with strong and unpleasant odors, fleas, feces and possible wounds or injuries to animals in our care.
- Ability to cope with a very loud environment.
- Ability to push carts and barrels of potentially heavy laundry; load and unload washer and dryer; fold clean laundry and put away, reaching shelves from ground level up to six feet,

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using a step stool as needed.

- Average strength to assist with lifting small to medium size animals (up to 50 pounds). No known concerns about tolerating exposure to zoonotic diseases such as ringworm and mange.

**Essential Mental Capabilities**

- Ability to understand, remember and follow instructions and procedures.
- High level reading, writing, spelling and communication skills (example: understand words such as quarantine), and a mastery of the English and/or French language.
- Possess problem-solving capability.
- Ability to be aware of potentially dangerous situations when working with the animals; ability to remain calm with animals who are upset, behave sensitively and confidently, and show good judgment and act appropriately in these situations.
- Ability to receive, incorporate and sustain instruction and feedback.

**Essential Emotional Capabilities**

- Ability to cope with unexpected animal behavior without assistance.
- Ability to cope with a highly emotionally-charged environment and in the presence of animals who are homeless, abandoned, injured and/or abused.
- Ability to understand Humane Society International/Canada's (HSI/Canada) policies and positions regarding companion animals, animal control, and other key animal welfare issues and an ability and willingness to appropriately and accurately represent those policies when interacting with the public or otherwise representing HSI/Canada.

Please indicate any reasonable accommodation(s) you may need in order to meet the essential capabilities of your volunteer position at HSI/Canada:

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Printed Name of Applicant

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Signature of Applicant

Date