

THE OPIRG TORONTO VOLUNTEER MANIFESTO

OPIRG-Toronto offers all volunteers...

- a place where your contribution and commitment determines the issues we work on.
- a forum for learning and sharing skills related to community organizing, such as group facilitation, consensus decision making, computer programs, design & desktop publishing, radio programming, anti-racism awareness, media outreach, writing/editing, organizing and promoting events and accessing community resources.
- access to OPIRG's Resource Center and project files, which contain information on a wide range of social, economic and environmental justice issues
- equipment, supplies and funding assistance for volunteer-initiated projects and campaigns
- full participation in decision-making and goal-setting, using consensus process
- an opportunity to help direct the organization by running for election as a Board Member
- the chance to put theory into action

Commitment to Anti-Oppression

OPIRG-Toronto recognizes and protects the right of all OPIRG-Toronto members, staff, volunteers and visitors to work in a working environment that is safe and free from discrimination and any harassment based on race, gender, sexual/gender orientation, age, ability, culture, religion, or class. OPIRG-Toronto will provide opportunities for people to develop the abilities and attitudes, which will contribute to maintaining this environment, and volunteers are expected to make use of these opportunities wherever possible. The Board of Directors has made a commitment to challenging all forms of oppression, within and outside this organization; with a focus on white privilege in particular.

Every OPIRG-Toronto volunteer has the right to:

- be treated as an equal
- learn as much as possible about OPIRG-Toronto
- be offered suitable tasks with consideration given to preference and experience
- initiate projects and campaigns
- sound guidance and direction
- effective, sufficient and ongoing training
- participate in planning and making decisions that affect you
- a workspace that is conducive to work and suitable to the task at hand.
- a welcoming environment that is free from discrimination and harassment
- recognition of your work and contributions to OPIRG-Toronto
- give feedback about OPIRG-Toronto and participate in evaluation of the volunteer program
- accurate letters of reference regarding volunteer duties and participation

Every OPIRG-Toronto volunteer has the responsibility to:

- work with a commitment to building a just society and a healthy planet
 - be aware of and follow the procedures and policies of OPIRG-Toronto
 - follow through on volunteer commitments and tasks
 - ask about things you don't understand and be willing to learn
 - treat others with respect, consideration and acceptance
 - learn and practice the process of consensus decision making
 - recognize your role in protecting and maintaining a working environment that is safe and free from discrimination and any harassment
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- make a commitment to unlearning and challenging racism, sexism, homophobia, classism and other forms of discrimination and power privilege
 - observe confidentiality when appropriate

Curious? Confused? Pissed Off? OPIRG-Toronto's Accountability to Volunteers

What should you do if you have a problem, complaint, suggestion or question?

- Approach the Volunteer Coordinator, another staff person, the Volunteer Liaison/ Ombudsperson *or another board member in person, over the phone or by leaving a note in the appropriate mailbox.
- Concerns or questions regarding staff issues should be directed to the Staff Liaison (or you may refer to the Collective Agreement)
- There is a suggestion box in the OPIRG-Toronto office. Comments may be made anonymously (except in the case of serious allegations, such as harassment)
- There is a great deal of information about OPIRG-Toronto, its activities, structure, and procedures in the office. Look on our shelves for: Action For Change (OPIRG guide, free for volunteers), newsletters, Annual Reports, Board Binders, OPIRG-Toronto Policy Book)

*The Ombudsperson's email address is OPIRGBOARD@hotmail.com

In such rare cases when a volunteer consistently shows themselves to be unwilling or incapable of working within the parameters of OPIRG-Toronto's volunteer program, the OPIRG-Toronto Board will review the situation and recommend solutions. If, after some time passes and the volunteer is offered the appropriate training or support and no other solution is reached, the volunteer may be asked to leave OPIRG-Toronto in the interest of maintaining a safe environment and protecting the rights of other OPIRG members as outlined above.