

NORTHCARE NETWORK

POLICY TITLE: Volunteers, Students, and Interns	CATEGORY: Personnel	
EFFECTIVE DATE: 1/1/15	BOARD APPROVAL DATE: 6/8/16	
REVIEW DATE: 7/25/25	REVISION(S) TO POLICY STATEMENT: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	OTHER REVISION(S): <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
RESPONSIBLE PARTY: Human Resources Manager	CEO APPROVAL DATE: 8/5/25 Megan Rooney, CEO	

APPLIES TO

NorthCare Network Volunteers, Students and Interns.

POLICY

NorthCare Network may allow volunteers, students, or interns to participate in clinical and/or administrative functions. All volunteers, students, and interns must comply with all applicable federal and state laws, rules and regulations; NorthCare Network policies, including but not limited to personnel, qualifications, background check requirements, training and supervision standards.

PURPOSE

The purpose of this policy is to provide guidance in the hiring and supervision of volunteers, students and interns at NorthCare Network.

DEFINITIONS

1. ***Volunteer*** - An individual who performs or offers a service of their own free will without an expectation of compensation or reward.
2. ***Student and/or Intern*** - An individual who participates in an internship or field of study for academic credit from an accredited college or university without an expectation of compensation.
3. ***VSI*** - Volunteer, Student, or Intern.

REFERENCES

NorthCare Network Policies

HISTORY

NEW POLICY: 1/1/15

REVISION DATE: 5/16/16, 7/27/20, 7/25/25

REVIEW DATE: 4/14/15, 5/16/16, 3/7/17, 12/20/17, 11/24/18, 9/24/19, 7/27/20, 5/27/21, 3/24/22, 2/15/23, 11/16/23, 9/24/24, 7/25/25

CEO APPROVAL DATE: 4/14/15, 5/16/16, 3/8/17, 1/8/18, 12/4/18, 10/10/19, 8/4/20, 6/1/21, 4/5/22, 3/7/23, 12/5/23, 10/1/24, 8/5/25

BOARD APPROVAL DATE: 4/22/15, 6/8/16

PROCEDURES

As outlined in applicable NorthCare Network policies.