

Volunteer Use of Donated Products

Through our agreement with Feeding America and Oregon Food Bank, FOOD for Lane County and its partner agencies are prohibited to provide volunteers or staff with donated product, whether as an exchange for services rendered or as acknowledgement/thanks for two reasons:

Tax Law: Donors receive tax benefits when donating product intended for the infirm, the needy, the old or the young. If an agency provides staff or volunteers with donated product this invalidates those tax benefits for donors.

Labor Law: Under current labor law, if a volunteer or staff is provided donated goods either as compensation or as acknowledgement/thanks, this is considered payment. If this payment is less than what an employee would be compensated for the hours they worked, the state would find the agency liable for the difference. The agency would also be subject to taxes on the amount of lost wages paid.

Additionally, if volunteers are perceived as getting special treatment, this can be seen as favoritism and may put the agency at risk of a civil rights complaint. It also goes against our guiding principle of providing equal access.

The one exception is beverages—volunteers are allowed to consume beverages from inventory while they are volunteering. Staff are never allowed to use donated product, per the Feeding America Agreement.

If a volunteer or staff member qualifies for services from an agency, they are welcome to participate in the same manner as all other clients. This means that volunteers must sign in like all clients to access food—they may not access food before it is made available to the entire eligible population.

I have read and understand the following:

Name

Date