



### **Essential Volunteer Capabilities – Large Animal Team (Equines, Livestock, Camelids, Large Dogs) & Farm Volunteers**

There are several animal care needs within the Large Animal Team that are typically fulfilled by volunteers who work with companion cats, dogs, horses, livestock, camelids, wildlife and other animals. To safely and effectively serve as a volunteer when deployed or on farm, 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, stall door, paddock gate while handling animal).
- High level of manual dexterity to prepare diets, handle small tools, halter horses, and to properly groom animals.
- High level of manual dexterity to leash/harness animals and handle small hand or small power tools.
- Ability to walk unaided on unpaved, uneven, rugged and sometimes muddy, icy, snowy, and slippery pastures, paddocks, concrete floorings, and roads.
- Ability to bend and squat to pick up containers or small tools for grooming, groom lower body parts directly, clean, muck, rake, pull weeds, or maintain equipment. Ability to bend and squat to leash/harness and pick up an animal.
- Ability to stand and/or walk for significant periods of time.
- Average strength to assist with lifting feed bags, hay, equipment, or animals (up to 50 lbs. unassisted).
- 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.
- Average sense of smell and touch to assess body condition of animals, and to note signs of illness or injury.
- Ability to respond to staff while on ranch via radios and possibly cell phones.
- Ability to hear if animal is growling or making sounds indicating fear or pain.
- Ability to hear calls of alarm such as audible warnings from others or sirens.
- Ability to speak and effectively communicate in English 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 judge an animal's reaction.
- Ability to operate blender and microwave for putting together animal enrichment and treatments; ability to retrieve items from standard upright model refrigerator/freezer.
- Ability to wash dishes and feed buckets and put items away in cabinets and drawers from ground level up to eight feet in height on top shelf with use of step stool/ladder as needed.
- No known concerns about tolerating exposure to zoonotic diseases such as ringworm.
- 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, using a step stool as needed.
- Ability to operate normal kitchen equipment; retrieve items from standard upright model refrigerator/freezer.
- No known concerns about tolerating exposure to zoonotic diseases such as ringworm and mange.

- \*\*If over 16, ability to drive a farm electric golf cart, GEM Car on the farm. (to assist in moving feed, supplies, etc.)
- \*\*If over 18, a current and valid driver's license (attach copy) for driving any farm trucks, trailers, rescue vehicles and personal vehicles.

**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 other common industry-related terms), and a mastery of the English language.
- Possess problem-solving capability.
- Ability to be aware of potentially dangerous situations when working with or near 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.
- Once trained, must be able to work with minimal supervision, yet must recognize limitations in knowledge and abilities, and ask for help when needed.

**Essential Emotional Capabilities**

- Ability to control the urge to play with/pet the wildlife.
- 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 cope with the preparation of meat-based diets for some of the animals in our care.
- In the case of traumatic injuries or veterinary direction, having the ability to cope with euthanasia as the final decision.
- Ability to understand Southern Colorado Animal Rescue (SCAR) DBA Black Forest Animal Sanctuary (BFAS)' 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 our organization.

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

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“WARNING Under Colorado Law, an equine professional is not liable for an injury to or the death of a participant in equine activities resulting from the inherent risks of equine activities, pursuant to section 13-21-119, Colorado Revised Statutes.”

Volunteer signature \_\_\_\_\_ Date: \_\_\_\_\_

Print Name \_\_\_\_\_ Volunteer Date of Birth: \_\_\_\_\_

Address: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_

Signature of Parent/Guardian if under age 18 \_\_\_\_\_

Parent/Guardian Printed Name \_\_\_\_\_ Emergency Contact Number \_\_\_\_\_