



University of North Alabama

Employee Policy Manual and Handbook

University Volunteer

The term "employee" does not include an individual who volunteers to perform services for the University if:

- The individual receives no compensation or paid expenses reasonable benefits, or a nominal fee to perform the services for which he or she volunteered; and
- Such services are not the same type of services which the individual is employed to perform for the University.

All volunteers of the University are required to sign a [Volunteer Agreement](#) and are subject to a criminal background check.