



EVER SICK! CONSULTING – POLICIES & PROCEDURES

Ever Sick! Consulting Policies and Processes for Volunteer Engagement

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Ever Sick! Consulting is committed to meaningful, respectful volunteer engagement that complies with federal and Ontario provincial laws while adhering to First Nations, Inuit, and Métis (FNIM) protocols. Volunteers contribute time and skills on a temporary, project-based basis as mutually agreed upon by both parties.

This policy is informed by the Canadian Code for Volunteer Involvement (Volunteer Canada, latest version), Ontario's Employment Standards Act, 2000 (ESA) - volunteers are not employees if work is unpaid, willing, and without expectation of compensation (except nominal honorariums or expense allowances) - Canada Revenue Agency (CRA) guidelines on honorariums (nominal payments \leq \$500/year typically not requiring source deductions, but taxable income), Occupational Health and Safety Act (OHSA) safety requirements, and FNIM protocols emphasizing reciprocity, cultural sovereignty, relational accountability, and distinctions-based engagement (e.g., offering tobacco/gifts for elders, consulting community leaders).

Honorariums may be provided in some situations (not all) depending on the scope of services (e.g., extensive travel, cultural expertise), pre-determined by the company, and structured as nominal amounts to maintain true volunteer status. The company provides signed letters verifying volunteer hours upon request for resumes, academic credit, community recognition, or other purposes.

Commitment to Regular Updates We commit to regular updates based on applicable legislation and laws set out by the applicable governing body/institution, including the Canada Revenue Agency (CRA), the Ontario Ministry of Labour (under the Employment Standards Act, 2000), Volunteer Canada, and relevant FNIM organizations or protocols.



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1. Policies

Volunteer Engagement Policy Statement: Volunteer engagement supports community building, skill-sharing, and cultural exchange, aligning with FNIM values of reciprocity and relational accountability. Engagements are temporary and unpaid, with honorariums possible but not guaranteed.

As a Two-Spirit, First Nations-owned organization, we respect FNIM self-determination, cultural protocols, and sovereignty. We recognize colonial disruptions and do not require harmful private information.

Our approach is relational: honest dialogue about contributions, expectations, and temporary status.

Ever Sick! Consulting reserves the right to request references, protocol training proof, or letters of support from First Nations, Inuit, and Métis/2SLGBTQQIA+ organizations.

Engagement Complaints: Concerns prompt review and resolution, respecting FNIM practices and Ontario Human Rights Code protections.

Misrepresentation: False information may result in termination, denial of future opportunities, withholding of hour letters, or reporting to authorities.

2. Application Criteria and Processes

Eligibility Criteria: For eligibility in relation to First Nations, Inuit, and Métis identity (including intersections with 2SLGBTQQIA+ identities), please refer to the full policy document:

Policy: *Ever Sick! Consulting Policies and Processes for Eligibility in Relation to First Nations, Inuit, and Métis Identity*

This policy outlines rigorous, relational criteria, definitions, and verification processes to ensure support for FNIM and 2SLGBTQQIA+ individuals, groups, and collectives.

Eligible Volunteers

- Individuals or groups aligned with our mission, including First Nations, Inuit, Métis, 2SLGBTQQIA+ persons, or allies respecting protocols.
- Roles are temporary, unpaid, and under volunteer control.

Ineligible Applicants Unsure parties should connect with their community before applying. We reserve the right to withdraw if information is inadequate, contested, or implies employment.



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Application Requirements: Applicants must confirm understanding of temporary, unpaid status (honorarium possible but not guaranteed) and describe their alignment with FNIM protocols, lived experience, and contribution approach.

3. Review and Assessment Processes

Reviewing Applications Initial review for eligibility, documentation, and protocol alignment by managers/coordinators, with cultural respect. Questions prompt clarification.

Assessment Process: Peer assessment involves minimum three FNIM assessors (including 2SLGBTQQIA+ lived experience where relevant); internal: minimum two representatives. Confidential, no conflicts.

Assessment evaluates fit, protocol adherence, contribution strength, feasibility, and impact.

Processes for Determining Eligibility and Priorities: If inadequate: seek clarification, inform of issues, withdraw, or deem ineligible. *Low priority if protocol risks.*

4. Disclaimer

We apply due diligence, including safety screening, but cannot guarantee all representations.

We are open to FNIM community recommendations.

Feedback: contact@eversickarts.ca

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