



VOLUNTEERS CODE OF CONDUCT

I, (Name of applicant), volunteer/
member of the..... (name of District/Community Disaster
Management Committee) will adhere to, and abide by, all applicable policies, procedures and
guidelines outlined in the Disaster Management Committee Code of Conduct and I understand
that failure to do so may result in the termination of my enrolment as a member/ volunteer.

CODE OF CONDUCT

I agree to –

- (a). Abide by the Code of Conduct and all written policies and guidelines provided to me that are relevant to my volunteer work.

- (b). Abide by the basic principle of humanity; a fundamental principle of humanitarian response which states that all humankind shall be treated humanely in all circumstances by saving lives and alleviating suffering, while ensuring respect for the individual.

- (c). Adhere to the Humanitarian Principles¹:
 - i) *Humanity*: Human suffering must be addressed wherever it is found. The purpose of humanitarian action is to protect life and health and ensure respect for human beings.
 - ii) *Neutrality*: Humanitarian actors must not take sides in hostilities or engage in controversies of a political, racial, religious or ideological nature.
 - iii) *Impartiality*: Humanitarian action must be carried out on the basis of need alone, giving priority to the most urgent and making no distinctions on the basis of

¹ UN General Assembly resolution 46/182 91991); UN General Assembly resolution 58/114 (2004)

nationality, race, gender, religious belief, sexual orientation, national ancestry class or political opinions.

- iv) *Operational Independence*: Humanitarian action must be autonomous from the political, economic, military or other objectives that any actor may hold with regard to areas where humanitarian action is being implemented.

- (d). Function in support of the Chairperson of the District/ Community Disaster Management Committee through the provision of surge capacity to the District/ Community Disaster Management Committees and by extension support the National Disaster Management System.

- (e). Conduct myself with respect for national laws, national authorities, national systems and national culture and practices.

- (f). Comport myself with a sense of professionalism and diplomacy when interacting with national, regional, and international partners, stakeholders and victims.

- (g). Refrain from abusive or vulgar language in the performance of duties.

- (h). Work as a team member and follow guidance from the team leaders and persons in authority and make constructive suggestions or recommendations where necessary, towards the achievement of goals and objectives.

- (i). Commit myself to render to the best of my ability and without fear or contradiction the service referred to in my application to enroll as a volunteer.

- (j). Undergo training in support of the National Comprehensive Disaster Management Framework in order to provide quality service.

- (k). Perform all assigned tasks to the best of my ability, and not to report for service whilst under the influence of alcohol or drugs.

- (l). Accept supervision in the performance of my services as a volunteer, and not to represent myself as an agent of the unit of volunteers or offer comment to the media unless approved by my supervisor.

In relation to sexual exploitation and abuse, I agree to adhere to the following core principles:

- i) Sexual exploitation and abuse by humanitarian workers constitute acts of gross misconduct and are therefore grounds for termination.
- ii) Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent. Mistaken belief in the age of a child is not a defense.
- iii) Exchange of money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading or exploitative behavior is prohibited. This includes exchange of assistance that is due to beneficiaries.
- iv) Sexual relationships between humanitarian workers and beneficiaries are strongly discouraged since they are based on inherently unequal power dynamics. Such relationships undermine the credibility and integrity of humanitarian aid work.
- v) Where a humanitarian worker develops concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same committee or not, he/she must report such concerns via established committee reporting mechanisms.
- vi) Humanitarian workers agencies are obliged to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of their code of conduct.
- vii) Chairpersons of the DDMC or CDMC have particular responsibilities to support and develop systems which maintain this environment

.....
Signature of Volunteer

.....
Date

Official Use Only

The volunteer entered and signed this Code of Conduct before me at
on after acknowledging that he/she knows and understands the
contents
thereof.

.....
Chairperson

.....
Date