



As a Starfish volunteer, I (Insert Name) \_\_\_\_\_ commit to:

- Working positively, constructively and with humanity to support refugees and colleagues
- Working positively to carry out and develop systems established by Starfish
- Working positively to solve problems
- Asking for help and support if I require it
- Acting within Greek and international law (e.g. drive safely, complete local registration)
- Showing equal respect to all without distinction or discrimination based on nationality, race, gender, religious beliefs, class or political opinions
- Considering peoples' diverse backgrounds in communicating, supporting, developing and delivering Starfish services as well as avoiding culturally inappropriate behaviour
- Working within our culture of “Positive Vibes” and “Informed Consent”. All photos, reports, or media representing volunteers or refugees should be taken and used only with informed consent – and when the use and distribution of the photos is understood clearly by all.
- Conducting media interviews as a Starfish volunteer only with permission of the Director or Trustees of Starfish
- Supporting the safety of refugees by inviting media to register with Starfish before any reporting, photography or other recording commences
- Supporting the maximum benefit of NGO and volunteer contributions as well as volunteer safety by inviting all new volunteers and NGOs to register their interest with Starfish before commencing any delivery
- Abstaining from any behaviour or act that could be considered abusive, harmful, discriminatory, or harassing
- Doing no harm
- Acting with integrity, compassion, honesty and equality and abstaining from any actions that would bring Starfish into disrepute
- Dressing in a manner appropriate to my role – including not wearing anything associated with, or with the potential to be associated with, the military/authorities
- Not committing any act of sexual exploitation, sexual abuse or sexual violence
- Reporting any disrespectful, discriminatory, abusive, or exploitative behaviour or concerns about co-volunteers
- Not engaging in any sexual activity with persons (adult or child) that seek or benefit from Starfish services
- Respecting the confidentiality of refugees, Starfish, and co-volunteers by not sharing personal details, internal communications, or individual experiences, accounts or stories without the clear permission of the people involved
- Acting within Health and Safety Guidelines, i.e. following the instructions of camp managers, wearing hi-vis jackets, ensuring hygienic food distribution, etc.



I also confirm that I:

- Have no criminal record of violent offences, fraud, offences against children or offences relating to hate speech, discrimination, trafficking or other criminal convictions relating to the harm of an individual or community.

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Signature

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Date