



As a Starfish volunteer, I _____ commit to:

- Work positively, constructively and with humanity to support refugees and colleagues to carry out and develop systems established by Starfish
- Ask for help and support if I require it and solve problems positively
- Act within Greek and international law
- 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, support, develop and deliver Starfish services as well as avoiding culturally inappropriate behavior
- Working within our culture '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
- Abstaining from any behaviour or act that could be considered abusive, harmful, discriminatory, harassing or exploitative
- Acting with integrity, compassion, honesty and equality and abstaining from any actions that would damage Starfish's reputation
- Report any disrespectful, discriminatory, abusive, or exploitative behavior or concerns about co-volunteers
- Not engaging in any sexual activity with persons 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 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.

I understand that any breach will result in a formal grievance can be raised if there is an allegation of bullying, or any form of discrimination, use of drugs or alcohol on shift, sexual harassment or violence, or any other serious breach of the Code of Conduct. All parties involved will immediately take a leave of absence from Starfish while investigations take place. This is non-negotiable and is part of the contract every individual makes when volunteering or work with Starfish.



Consequently, an investigation undertaken by Starfish management, consisting of a discussion with the subject of the grievance as well as with any other witnesses to the alleged offence. Access to relevant emails or text messages may be requested if necessary. Notes and/or an electronic copy will be made of all interviews undertaken. If the allegation involves more than one member of the team, or a member of the Starfish management, an independent investigation will be undertaken by a mediator.

A panel of three long-term Starfish members will discuss the findings and may ask the people involved further questions. The panel will aim to come to a conclusion within five days, which will be delivered orally and in writing. Conclusions can consist of no case to answer, formal warnings, suspension and dismissal. All decisions are final.

Signature

Date
