Coempowered Volunteer Code of Conduct Policy

1. Purpose

This Code of Conduct establishes the standards of behaviour expected from all volunteers to uphold Coempowered's values and foster an inclusive, respectful, and safe environment. Volunteers play a critical role in advancing Coempowered's mission of empowering individuals and communities through education, inclusivity, and collaboration.

2. Coempowered's Core Beliefs

As a Coempowered volunteer, you are expected to embody and uphold these core beliefs:

1. **Education as a Fundamental Right**:
    a. Recognize that education is a human right and a catalyst for social and economic empowerment.
2. **Empowerment Through Knowledge**:
    a. Commit to empowering individuals, particularly young girls, women, and marginalized communities, through education and mentorship.
3. **Inclusivity and Diversity**:
    a. Celebrate diversity and actively include individuals from disadvantaged backgrounds, focusing on women, children, and LGBTQ+ communities.
4. **Community-Centric Approach**:
    a. Engage with and respect the needs and contexts of local communities in all activities.
5. **Sustainability and Long-Term Impact**:
    a. Strive to create lasting positive change in the lives of those we serve.
6. **Collaboration and Partnership**:
    a. Work collaboratively with peers, stakeholders, and partner organizations to amplify our impact.

3. Volunteer Responsibilities

As a Coempowered volunteer, you agree to:

1. **Act Professionally and Respectfully**:

    a. Treat all individuals with respect, dignity, and compassion.
    b. Promote an environment free from discrimination, harassment, or bullying.
2. **Adhere to Policies**:
    a. Comply with all Coempowered policies, including safeguarding, equality, diversity, and inclusion policies.
3. **Maintain Confidentiality**:
    a. Protect sensitive information regarding beneficiaries, staff, and fellow volunteers.
4. **Uphold Inclusivity**:
    a. Foster an environment where everyone feels valued and supported, regardless of their background or identity.
5. **Commit to Safety and Well-being**:
    a. Prioritize the physical and emotional safety of all participants.
    b. Report safeguarding concerns immediately to the designated Safeguarding Lead.

4. Prohibited Behaviours

Volunteers must avoid any actions that conflict with Coempowered's mission and values, including but not limited to:

1. **Discrimination or Exclusion**:
    a. Engaging in any behaviour that discriminates against individuals based on race, gender, religion, disability, sexual orientation, or other protected characteristics.
2. **Harassment or Bullying**:
    a. Making inappropriate remarks, threats, or actions that harm another person physically, emotionally, or psychologically.
3. **Boundary Violations**:
    a. Forming inappropriate relationships or engaging in any conduct that breaches safeguarding policies.
4. **Misrepresentation**:
    a. Acting in ways that misrepresent Coempowered or undermine its reputation.
5. **Unethical Behavior**:
    a. Misusing resources, falsifying information, or engaging in illegal or unsafe activities.

5. Commitment to Equality, Diversity, and Inclusion

Volunteers must actively promote equality, diversity, and inclusion by:

1. **Creating a Welcoming Environment**:
    a. Ensure everyone feels respected and valued in all interactions.
2. **Championing Inclusivity**:
    a. Support and advocate for underrepresented groups, including marginalized communities and LGBTQ+ individuals.
3. **Addressing Concerns**:
    a. Report instances of discrimination, harassment, or exclusion to Coempowered leadership.

6. Safeguarding and Reporting Responsibilities

Volunteers are required to:

1. **Recognize and Report Concerns**:
    a. Identify and report safeguarding concerns to the designated Safeguarding Lead or Deputy Safeguarding Lead.
2. **Participate in Training**:
    a. Complete safeguarding and other relevant training as required.
3. **Respect Boundaries**:
    a. Maintain professional relationships and avoid any behaviour that could be misinterpreted as harmful or exploitative.

7. Consequences of Misconduct

Failure to adhere to this Code of Conduct may result in:

1. A formal warning, suspension, or termination of the volunteer role.
2. Referral to external authorities in cases of legal or safeguarding violations.

8. Acknowledgment and Agreement

All volunteers are required to read, understand, and agree to the principles of this Code of Conduct before beginning their role.

Acknowledgment Form

I, [Volunteer's Full Name], confirm that I have read and understood Coempowered's Volunteer Code of Conduct Policy. I agree to uphold its principles and understand the consequences of any violation.

Signature: _____

Date: _____