



VOLUNTEER POLICY

RATIONALE

Red Dot Foundation believes in a participatory and collaborative model to address gender based violence, sexual violence and gender inequality.

We rely heavily on the contribution of volunteers and interns to widen the horizon of our work and we greatly value your contribution in terms of passion, effort, skill and time.

This policy is intended to ensure that all volunteers and interns working at Red Dot Foundation have a working environment that is safe, significant, fulfilling and appreciated.

POLICY

- Every volunteer and intern will be treated with dignity and respect. Likewise every person they come in contact with will be treated with dignity and respect by whom irrespective of age, sex, gender, nationality, religion, caste or class.
- Every volunteer and intern will be asked to sign a Memorandum of Understanding (MOU) which will list out their role, responsibilities, period of engagement and specific tasks to be carried out.
- Every volunteer and intern will represent the organisation with utmost integrity and will have to respect its values - empathy and compassion, participatory human rights based approach, diversity and inclusion, action and solution oriented thinking.
- Every volunteer and intern who works with children will thoroughly read, understand and imbibe the Child Protection Policy of the organisation.
- Every volunteer and intern who works in the community will be respectful of the community members, partner NGOs and will further strengthen trust relationships between the organisation and the community.
- Every volunteer and intern who works with data will ensure the confidentiality and privacy of the data and its contributors and will ensure sufficient precaution is taken to prevent its misuse. This data will not be allowed to be used in third party sites without permission.
- Every volunteer and intern will ensure that consent is taken from the community before photographs taken and stories reported.
- If a volunteer or intern wishes to make a complaint or raise a suggestion, they can directly contact the management on info@safecity.in.
- At the end of the tenure, the volunteer and intern is expected to complete a feedback form regarding the volunteering experience.
- A certificate of appreciation or a letter of acknowledgement of the volunteer/intern's time and contribution will be issued at the end of the tenure.