

Code of conduct for IBO volunteers

IBO-Nederland asks all the volunteers and staff members to officially apply for a Certificate of Conduct. This is a document “by which the [Dutch Minister of Legal Protection](#) declares that the applicant has not been convicted for any crime relevant to the performance of his or her duties”. IBO-Nederland requires both its employees and project partners to adhere to some basic integrity rules, a kind of ethical guideline. Therefore, as a volunteer with IBO-Nederland, we also ask you to adhere to some rules.

Privacy Rules

Careful handling of fellow volunteer data is ensured. Personal information (address, phone number, etc.) will not be shared with any other parties. We follow the guidelines of the [General Data Protection Regulation](#) (GDPR = AVG in Dutch). Therefore, we expect that creating images (photos and videos) and spreading them (both taken of volunteers and others) will happen with the utmost caution. Compromising photos or photos that may harm individuals will not be distributed. Minors are never identifiable in the images unless parental approval has been given.

Human rights

Any volunteer of IBO-Nederland will adhere to the [Universal Declaration of Human Rights](#) as declared by the United Nations in 1948. This includes all rights that everyone is entitled to, regardless of origin, nationality, belief, gender, legal status, or other characteristics. Examples include: the right to freedom of expression, the right to privacy, freedom of religion and freedom from discrimination.

Children's rights

IBO-Nederland endorses the principles of interacting with children as declared by the [United Nations Convention of the Rights of the Child](#). We want to emphasize that we expect project partners to treat both minor (under 18 years old) volunteers as well as other children on site with the same ethical principles. Examples include: the right to privacy, the right to a good upbringing, protection from abuse, the right to health and education, no child labor, no sexual abuse, growing up with parents, etc.

Expectations from our volunteers

As a volunteer at IBO-Nederland, we expect the following from you:

- You will not use or possess drugs. If this happens, IBO will send you home (at your own expense). In some countries, drug possession and/or use can lead to lengthy prison sentences.
- You will treat everyone with respect and dignity. As a volunteer, you will create an environment and atmosphere in which people in the target group(s) feel safe and respected.
- The volunteer has a duty to protect people in the target group(s) to the best of their ability from unequal treatment and sexually inappropriate behavior and will actively ensure that the code of conduct is adhered to by everyone involved with the target group. If the volunteer observes behavior that is inconsistent with this code of conduct or suspects sexually inappropriate behavior, they are obligated to report this to the confidential advisor.



- You begin your volunteer trip with an open mind, open to other cultures and customs. Discovering, learning, and getting to know another country or culture is the foundation of your volunteer trip.
- You handle sensitive or confidential information discreetly.
- You do not behave aggressively.
- You do not engage in bullying, discrimination, or unwanted sexual behavior.
- You do not judge other ways of life, but communicate openly to understand them.
- You respect local customs (e.g., clothing) and adapt accordingly.
- You do not take photos of local people without permission and follow the guidelines of the GDPR. You are aware of the dangers of social media and adhere to some basic rules (children must be unrecognizable (or with permission), ensure the photo does not harm the people depicted, and does not reinforce stereotypes).
- You follow the safety guidelines imposed by the local project manager, both during and outside of work.
- Alcohol is not consumed during working hours. Be sure to inquire about the regulations of your country and adhere to them. In some countries, for example, alcohol is prohibited.
- A volunteer trip can be an intense experience that requires a lot of energy, so make sure you get enough rest.
- A flexible attitude is essential on a volunteer project.
- You strive to minimize the ecological impact of your volunteer trip as much as possible.

Your role as a volunteer

As a volunteer organization, we are aware of the dangers of voluntourism and do everything we can to ensure our volunteers engage in sustainable volunteer work. Therefore, it's important that you set the right expectations for your volunteer trip and dare to critically examine your own motivations: Why are you volunteering? What kind of volunteer do you want to be? What can you learn from this intercultural encounter? Be open to cultural differences, try to adapt to local customs, and refrain from openly criticizing them; instead, engage in dialogue. The saying "A volunteer deserves neither a statue nor a pillory" applies here: as a volunteer, you might not make a huge difference, but who knows, as a passerby, you might contribute to the project. And above all, don't forget that you can learn a lot from this intercultural exchange.

