

## Volunteer Code of Conduct

### Our Commitment

Meaningful Miles exists to create positive, respectful, and ethical connections between travellers, volunteers, host communities, and partner organisations. This Code of Conduct sets out the standards of behaviour expected of all volunteers representing Meaningful Miles, whether locally or internationally.

By volunteering with Meaningful Miles, you agree to uphold these principles at all times.

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### 1. Respect & Dignity

- Treat all people with respect, dignity, and courtesy, regardless of gender, age, ethnicity, religion, disability, sexual orientation, or background.
  - Honour local cultures, traditions, and social norms while maintaining universal human rights.
  - Avoid behaviour or language that may be perceived as discriminatory, offensive, intimidating, or disrespectful.
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### 2. Safeguarding & Protection

- Place the safety and wellbeing of children, vulnerable adults, and communities above all else.
  - Never engage in behaviour that could exploit, harm, or abuse others physically, emotionally, sexually, or financially.
  - Do not be alone with children or vulnerable adults unless explicitly authorised and supervised by a partner organisation.
  - Report any safeguarding concerns immediately to Meaningful Miles or the designated local authority.
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### 3. Ethical Volunteering

- Volunteer with humility, recognising that you are there to support—not replace—local skills, leadership, or employment.

- Do not promise outcomes, financial support, or ongoing assistance beyond what has been formally agreed.
  - Avoid creating dependency or unrealistic expectations within communities.
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#### **4. Professional Conduct**

- Act honestly, responsibly, and transparently at all times.
  - Follow instructions from Meaningful Miles staff, partner organisations, and community leaders.
  - Be punctual, reliable, and committed to agreed responsibilities.
  - Do not engage in activities outside your assigned role without prior approval.
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#### **5. Communication & Representation**

- Communicate respectfully and thoughtfully, both in person and online.
  - Do not speak to media, donors, or external organisations on behalf of Meaningful Miles without authorisation.
  - Use social media responsibly; avoid sharing images, videos, or stories that portray individuals or communities in a degrading, stereotypical, or exploitative manner.
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#### **6. Photography, Filming & Consent**

- Always seek informed consent before taking photographs or videos of individuals or communities.
  - Never photograph children without explicit permission from a parent, guardian, or authorised organisation.
  - Do not share images that compromise dignity, privacy, or safety.
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#### **7. Health, Safety & Wellbeing**

- Take personal responsibility for your health, safety, and wellbeing.
- Follow local laws, safety guidance, and risk management procedures.

- Avoid excessive alcohol consumption and never use illegal drugs.
- Inform Meaningful Miles of any medical conditions that may affect your ability to volunteer safely.

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### **8. Zero Tolerance of Exploitation & Corruption**

- Do not give or accept bribes, gifts, or favours that could influence decisions or relationships.
- Never exchange money, gifts, or benefits for services, attention, or access.
- Report any suspected corruption, exploitation, or unethical behaviour.

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### **9. Environmental Responsibility**

- Minimise environmental impact by reducing waste, conserving resources, and respecting wildlife.
- Follow local environmental guidelines and sustainable practices.
- Leave places better than you found them.

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### **10. Confidentiality & Data Protection**

- Respect confidentiality and privacy of individuals, organisations, and communities.
- Do not share personal, sensitive, or identifiable information without consent.
- Comply with applicable data protection laws and Meaningful Miles policies.

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### **11. Breaches of the Code**

- Failure to comply with this Code of Conduct may result in immediate removal from volunteering activities.
- Serious breaches may be reported to relevant authorities and partner organisations.
- Meaningful Miles reserves the right to take appropriate action to protect communities, partners, and its reputation.

### **Acknowledgement**

By participating in Meaningful Miles activities, you confirm that you have read, understood, and agreed to abide by this Volunteer Code of Conduct.

**Meaningful Miles** – Travel – Give - Grow