



Global Outreach Alliance (GOA)
Salt Lake City, UT

Volunteer Code of Conduct
for participants joining global team expedition programs

Volunteer Code of Conduct

Please read this information carefully as you are responsible for all of the following content. Volunteers should carefully review the following Volunteer Code of Conduct to understand appropriate behavior and all herein contained policies and guidelines. Each volunteer must determine whether or not he or she will be willing to live according to them. Each volunteer will be responsible to know and follow all of the following guidelines and policies, and will indicate he or she knows and agrees to follow these policies and guidelines by signing below.

A volunteer's obligation to abide by the Volunteer Code of Conduct found in this document is in force during all pre-departure training sessions, as well as from his or her departure for the country of service until his or her return home.

The Volunteer Code of Conduct found below has been established for reasons both practical and moral in order to protect volunteers, maintain local and cultural sensitivity and respect, and protect all parties involved due to the potentially dangerous nature of participating in development activities in foreign countries and cultures.

Any volunteer found in violation of any of the Volunteer Code of Conduct will be subject to dismissal at his or her own expense from any of Global Outreach Alliance or affiliated partner programs in which they are currently participating. By signing the below document, a volunteer agrees that it is within the discretion of the country facilitator(s) or director(s), in conjunction with Global Outreach Alliance to determine if he or she fails to comply with any aspect of the Volunteer Code of Conduct.

Alcohol

Global Outreach Alliance volunteers are not to ingest alcohol beverages, including wine, beer, whiskey, and other spirits for the duration of their in-country experience. Alcohol consumption adds additional safety hazards and is potentially damaging to Global Outreach Alliance's relations with locals.

Anti-Violence Policy

Global Outreach Alliance wants to provide the safest possible experiences for all of its volunteers and employees. As such, Global Outreach Alliance strictly prohibits the following kinds of conduct:

- Engaging in intentional, negligent, or careless acts that endanger the life or safety of another person
- Engaging in criminal conduct
- Engaging in acts of violence or making threats of violence; fighting, provoking a fight during a Global Outreach Alliance program
- Threatening, intimidating, or coercing fellow volunteers or employees on or off Global Outreach Alliance or partner premises at any time for any purpose.

This is not a complete list of conduct that may subject a volunteer to dismissed or reprimanded but only contains examples. Any participant engaging in violent conduct, as determined by Global Outreach Alliance's sole discretion, will be subject to disciplinary action up to and including termination.

Attendance

Volunteers are required to arrive promptly at and attend in full all trainings, meetings, appointments, and gatherings scheduled by Global Outreach Alliance and its personnel. Absences, other than emergencies, must be cleared beforehand with in-country facilitators or directors. Also, please show respect for others by being alert and attentive.

Attitude

Global Outreach Alliance volunteers are expected to maintain the highest standards of integrity, optimism, and positive working attitudes so as to be a benefit to locals and enhance project implementation. Volunteers are expected to demonstrate positive attitudes, reverence, and respect for people, customs, culture, history, traditions, practices, religion, faith, politics, and ideologies. All volunteers have demonstrated their positive attitudes upon acceptance to one or more of Global Outreach Alliance, and we expect parallel behavior throughout the duration of all volunteers' in-country experiences.

Buddy System

There is always strength in numbers. For safety reasons, Global Outreach Alliance encourages and supports the buddy system. In some instances, it may be appropriate for volunteers to work alone in a given area on a given project. This is at the discretion of Global Outreach Alliance and its personnel. If not approved prior to program start date, all volunteers are required to always be in the presence of another volunteer or Global Outreach Alliance personnel (e.g. in-country facilitator, or in-country director). In the event that another volunteer is not available, Global Outreach Alliance may approve a trusted native volunteer to serve as a "buddy."

Communication

Global Outreach Alliance volunteers are to maintain close contact with their homes as often as possible. Communication with the home front is important to reassure volunteers' loved ones that they are safe and well cared for. Also, the experiences volunteers have will be life changing and inspiring—choose to share your lessons with the home front for their benefit. Volunteers are to notify their parents or guardians when they arrive in their country of service and when they are going out of their set/given area for travel excursions.

Curfew

It is within the discretion of Global Outreach Alliance or the country facilitator/director to set a curfew by which all volunteers will be inside their residences. Global Outreach Alliance reserves the right to alter the conditions of the curfew as deemed necessary and according to safety precautions.

Dress and Grooming

Global Outreach Alliance wishes to maintain high standard of integrity and respect. Global Outreach Alliance volunteers are expected to dress modestly, present a professional, businesslike image and keep themselves clean and well groomed. The appearance of volunteers must not distract others. It is within the discretion of Global Outreach Alliance and local country facilitators or directors to determine whether or not a volunteer's dress and grooming are appropriate. If a volunteer violates dress and/or grooming code standards, he or she may be asked to change or fix the problem. Consistent violation of the standards will result in further disciplinary action up to and including termination at the expense of the volunteer. Interpretation of the standards is at the discretion of Global Outreach Alliance and its personnel.

Remember, volunteers live, work, and travel in host countries. It is always the concern of Global Outreach Alliance to maintain respect and high standards of dress/grooming and cleanliness as to not jeopardize our relationships with host country partners. For instance, in Israel, extra stress should be placed on modest clothing that does not reveal skin that could be deemed inappropriate by local citizens.

- Clothing should be conservative in fabric, style and fit (flashy, expensive clothing is never good to bring to any of Global Outreach Alliance's programs and should be left at home).
- Clothing should not display profane language, extreme political agendas, controversial ideologies, drug or alcohol paraphernalia, or pornography (patriotic clothing displaying flags from countries of volunteer's origin (e.g. United States' flag) should not be worn either, as volunteers can become targets for terrorism, theft, hate crimes or violence).
- Excessive body piercings should not be visible.
- Thin strapped tank tops and midriff shirts are not acceptable outside of the living quarters.
- Short shorts and short skirts are not acceptable outside of the living quarters.
- See-through or sheer clothing is not acceptable.
- Shirts should cover the entire torso.

Drugs

Global Outreach Alliance volunteers are not to use any form of illegal drugs whatsoever, nor are they to participate in any transaction involving the sale or transfer of illegal drugs for the duration of their in-country experience.

Early Departure

Except only for emergencies or early dismissal (approved by Global Outreach Alliance personnel), volunteers are expected to remain in country for the agreed period of time. In the event that a volunteer does return home prior to his or her anticipated return date, no refunds of any kind will be issued, and volunteers are responsible for paying any costs incurred by an early departure. With the approval of Global Outreach Alliance personnel and subject to the volunteer(s) paying all fees levied by travel agencies or airlines, volunteers may delay their return to the United States in order to engage in additional travel outside of the supervision of Global Outreach Alliance personnel.

Harassment

Global Outreach Alliance wants to provide its volunteers with an environment free of tensions involving matters that are not related to the services we provide/offer. Global Outreach Alliance will not tolerate harassment of any kind because of race, color, sex, childbirth or pregnancy-related conditions, age, religion, faith, national origin, disability or handicap in the workplace, and such conduct may result in disciplinary action up to and including termination. Further, such harassment may be a violation of state or federal law. Volunteers should also be vigilant guarding against harassment from others, as well as locals. Harassment of any type from any party should not be tolerated. Harassment includes unwanted comments, sounds, hand signals, touching, or any other behavior that puts you in an uncomfortable situation. Even though locals may not consider this harassment, Global Outreach Alliance does.

If you are harassed, please be bold in your disapproval of the behavior. Please report all cases of harassment to Global Outreach Alliance personnel immediately.

Immersion

Volunteers are encouraged to learn and speak the native language of the host country as much as possible. Volunteers should learn important phrases and key words that could help in emergency situations or communicating to those who cannot speak any English. In addition to gaining trust and respect from the locals, attempting to speak will greatly facilitate the language learning process and will enable volunteers to become better acquainted with the people of their host country. Please be aware that even in countries where English is the official language, native dialects and languages are often spoken, especially in rural areas where many people do not speak English. Also, be daring. Try local foods! You do not want to eat or drink things that are unclean, jeopardize your personal standards, or put your health at risk. Other than that, have fun with immersion and local foods. Always be courteous and respectful when you are offered new things.

Language

Global Outreach Alliance volunteers are expected to maintain appropriate standards of conversation, refraining from vulgarity, swearing, sexually explicit conversation, and any other language that could be deemed offensive for the duration of their in-country experience.

Laws

Global Outreach Alliance volunteers are to obey the laws of the host country. In the event that a participant violates the law and is found guilty of said violation, a volunteer can expect no assistance from Global Outreach Alliance, its facilitators, directors or trustees. The participant will be returned home as soon as the authorities release him or her.

Pornography

Global Outreach Alliance volunteers are forbidden from possessing or viewing pornographic material of any nature in any form during their tenure.

Safety

Global Outreach Alliance works hard to provide the safest possible experiences for volunteers. Additional notes and information on safety is found in the Volunteer Handbook. All participants should:

- Carry small denominations of cash at all times.
- Carry important contact information at all times (i.e. family, insurance providers, embassy, etc.)
- Memorize important emergency phone numbers and addresses and/or carry a card with address and phone information.

Stipend

Some of Global Outreach Alliance programs use and issue stipends or allowance (mainly for food). The per diem stipend may be spent at the volunteer's discretion. No reporting of these expenditures is required. Volunteers are encouraged to track their spending and be wise and prudent in their spending. The adherence to a careful budget will ensure that volunteers do not encounter any financial problems.

Travel

Volunteers are not to leave their assigned area or country without the prior permission of Global Outreach Alliance personnel or in-country facilitators/directors. Volunteers are not to let personal travel interfere with program responsibilities. Volunteers are advised to avoid travel at night. If possible, the buddy system should be observed when traveling.

I have carefully read the Volunteer Code of Conduct for Global Outreach Alliance. I hereby represent that I will follow and abide by all of the rules and guidelines in the Volunteer Code of Conduct and agree to all terms therein.

The undersigned has read, understands, and agrees to abide by the foregoing Volunteer Code of Conduct:

Signature: _____

Date: _____

Printed Name: _____

If the above named individual is under 18 years of age, a parent or legal guardian must also read and sign this form.

As the parent or legal guardian for the above named individual, I have read the foregoing Volunteer Code of Conduct and will be legally responsible for the obligations and acts of the individual as described in the Volunteer Code of Conduct and agree for myself and for the individual to be bound by its terms.

Parent/Legal Guardian Name: _____
Last, First, Middle

Parent/Legal Guardian Signature: _____
Date: _____