

## Avenir Congo Volunteer Charter

### **Preamble**

As a volunteer of Avenir Congo, you become a key player in our mission: to promote education, work, and financial empowerment in the eastern Democratic Republic of Congo. This charter defines your commitments as an operational volunteer as well as the principles that govern your role within the association.

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### **I. Volunteer Commitments**

#### **1. Adherence to the values of the association**

- By getting involved, you support our core principles of **solidarity, respect for human dignity, social justice and sustainability**.
- You act in the interest of the beneficiaries and in line with the objectives of the association.

#### **2. Voluntary contribution**

- You make your time, skills and energy available without expecting any compensation in return.
- You respect the agreed responsibilities and inform in advance if you are unable to fulfil them.

#### **3. Collaboration and team spirit**

- You work in cooperation with the other volunteers, members and partners of the association.
- You promote a caring and inclusive climate in all your interactions.

#### **4. Commitment to the missions entrusted to you**

- You carry out the agreed tasks diligently, seriously and meet deadlines.
- You will follow the instructions given by the project coordinators or managers.

## **5. Respect for beneficiaries and local partners**

- You adopt a respectful and non-intrusive attitude towards local beneficiaries and partners.
- You recognize their skills, cultures and experiences, promoting their autonomy and dignity.

## **6. Confidentiality and discretion**

- You respect the confidentiality of sensitive information concerning the association, the beneficiaries or the projects.
- You do not disclose information without the prior permission of the association.

## **7. Respect for ethical values**

- You act with integrity, honesty and compliance with local and international regulations.
- You are careful to avoid any action that could damage the reputation of the association.

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## **II. What the association is committed to offering**

### **1. Supervision and support**

- A clear introduction to your role and the mission of the association.
- Accompaniment and support throughout your commitment.

### **2. Acknowledging your contribution**

- Promoting your work in our communications and activities.
- Learning and skills development opportunities.

### **3. Respect and consideration**

- Active listening and mutual respect in all interactions.
- Safe volunteer conditions adapted to your abilities.

### III. Terms & Conditions

1. Volunteer engagement is voluntary and may be interrupted by the volunteer or the association, subject to reasonable notice to organize a smooth transition.
2. Any action carried out on behalf of the association must be validated beforehand by the project managers or the steering committee.
3. The volunteer undertakes to respect this charter and to contribute positively to the mission of Avenir Congo.

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**Joining the team of volunteers of Avenir Congo means choosing to make a difference.  
Thank you for your commitment and your valuable support of our mission.**