



## **VOLUNTEER CONDUCT POLICIES**

### **ROLES AND RESPONSIBILITIES**

Volunteers play a vital role in supporting communities and building positive relationships. Therefore, they are expected to conduct themselves with responsibility, honesty, politeness, and respect for local culture throughout the duration of their volunteer service.

### **CORE CONDUCT POLICIES**

While performing duties in service areas, volunteers must adhere to the following guidelines:

#### **1) Act with Ethics and Professionalism**

Volunteers must be honest, respectful of local culture, responsible, and serve as good role models in the community, both during and outside of working hours.

#### **2) Respect Thai Laws and Local Customs**

Volunteers must strictly comply with Thai laws and refrain from actions that may violate local regulations, such as smuggling goods or engaging in illegal activities.

#### **3) Prohibition of Gambling and All Forms of Drug Use**

Volunteers must not be involved in any form of gambling or drug use, including consumption, possession, distribution, or participation in activities that violate local laws and social norms. Violations are considered serious offenses and may lead to immediate termination of volunteer service.

#### **4) No Alcohol Consumption**

Repeated misconduct will be subject to disciplinary action.

#### **5) Prohibition of Possession or Use of Weapons**

Including knives not used for cooking purposes. In cases of necessity, prior notification must be given to the coordinator.

**6) Ethics and Personal Gain**

Volunteers are prohibited from using their volunteer status for personal profit, such as selling goods through volunteer activities or accepting under-the-table payments from projects.

**7) Child Protection Code of Conduct**

Volunteers must not use violence, commit sexual abuse, make inappropriate remarks toward children, or be alone with a child without the presence of another adult.

**8) Maintain Appropriate Relationships with the Community**

Volunteers must not engage in any relationships with minors (under 18 years of age) or with individuals under their care or supervision, such as students or project beneficiaries.

**9) Cooperate with Local Communities and Organizations**

Volunteers should carry out their duties with discipline and respect the guidance of project staff or community leaders.

**10) Dress Modestly in Accordance with Thai Culture**

Volunteers should dress appropriately, especially when attending ceremonies or working in schools or religious sites.

**11) Use of the Internet and Social Media Constructively**

Volunteers must not post or share misleading content, immoral material, or anything that could cause conflict within the organization or community.

**12) Promote Equality and Non-Discrimination**

Volunteers must not discriminate against others based on race, religion, gender, economic status, or disability.