

**TMR CODE OF
CONDUCT**

OUR EXPECTATIONS

Our programmes give you the amazing opportunity to explore a new and exciting destination, help on meaningful projects, learn about local cultures and traditions and to challenge yourself. The structure and support that we provide ensures that you are able to travel and partake in a safe manner and that you are properly prepared for your upcoming travels.

In return, we expect our volunteers to behave in accordance with our code of conduct and to represent The Mighty Roar in a professional manner. Please note, that at the end of the day The Mighty Roar has the overall say on your placement and the following code of conduct is final.

CODE OF CONDUCT

The Mighty Roar are fully committed to ensuring everyone enjoys their time volunteering in a safe and responsible manner. Our code of conduct has been designed to help you make the most out of your time, whilst ensuring everyone receives the same safe experience. It also details how to conduct yourself when representing The Mighty Roar and that the people and organisations we work with are treated with respect.

It is important to understand that any breaches of this code of conduct will be taken seriously. Anyone found to be breaking any of the rules below will receive disciplinary action and potentially your placement being **terminated without any prior notice with no offer of refund or onward support**.

GENERAL

I agree that I will not hold The Mighty Roar Project Ltd (including all employees,

shareholders and partner organisations) liable for any loss or harm I may suffer. This includes but not limited to loss caused directly or indirectly by personal injury, emotional injury, death, illness or disease, damage to or loss of property.

I agree that should I wish to leave the volunteer programme early for any reason, The Mighty Roar are not liable for any refunds for unused time or expenses for onward costs.

BEFORE MY PLACEMENT

I agree that I have declared any medical / mental health conditions or physical limitations that may affect my ability to fully partake in the project.

I agree that I will have in place before my start date a suitable travel insurance policy that covers the whole duration of my trip and protects me for all activities that I may undertake.

I agree that I do not have a criminal background and have never engaged in any illegal activities. I shall provide an official criminal background check at least 21 days prior to my start date.

I agree that I have sought professional medical advice in regards to any potential vaccinations required.

WHILST ABROAD

I agree that I will not drink excessive levels of alcohol when overseas that could impede on my overall judgement and safety. I will abide by the legal drinking age as set by the individual country.

I acknowledge that The Mighty Roar has a zero-tolerance policy towards the possession and use of any illegal substances and will result in your placement being instantly terminated.

I acknowledge that The Mighty Roar will do their best to cater for any dietary requirements that I have communicated on my application, but ultimately, I am responsible for recognising if and when I need to bring / purchase other ingredients at my own expense.

I agree that I will maintain a positive and proactive approach throughout my experience.

I agree to assess the risks of every activity I plan to do or are involved in and seek further advice or guidance if in doubt.

I agree that I will abide by all local laws.

I agree to respect and seek to understand the local culture and traditions.

I agree to inform the local team of any medical issues that may arise during my time in volunteering as soon as practically possible.

I agree that I will follow the process detailed within the volunteer handbook under Questions, Concerns or Complaints when raising any issues or concerns.

I agree not to engage in any intimate relationships with any project staff, local team members or local members of the public.

I agree not to rent or ride any motorbikes, mopeds or other vehicles.

I agree not go swimming by myself, if it is dark or if I have consumed any alcohol.

VOLUNTEER PROJECTS

I agree to attend my volunteer programme each and every day, unless ill.

I agree to follow the project schedule provided by the project staff / local team.

I agree to follow the appropriate dress code as outlined within the volunteer handbook and in line with local culture.

I acknowledge that The Mighty Roar are never able to guarantee a hands-on experience for medical / mental health programmes. I agree that The Mighty Roar do not hold any responsibility or liability if I make the decision to engage in hands-on activities when at the project.

ACCOMMODATION

I agree that I will abide by any accommodation curfew's in place.

I acknowledge that I am unable to stay outside of the accommodation network on these days and that I will make suitable arrangements to ensure I am back at the accommodation in plenty of time.

I agree that I will be quiet in order not to disrupt anyone else within the volunteer accommodation from 10:00pm onwards each night.

I agree not to invite anyone that is not a volunteer or staff member back to the accommodation.

I agree not to bring any animals or wildlife (including dogs and cats) back to the accommodation.

I agree to maintain high levels of hygiene and cleanliness at all times.

I agree to be vigilant with all of my possessions and use safes / lockers (if provided) to store any valuables.

I agree to only use the air conditioning when physically in my room.

FREE TIME & WEEKEND TRIPS

I agree that when travelling other than on The Mighty Roar organised weekend trips, that during my free time I acknowledge and respect that I am responsible for my own safety and wellbeing and will manage any accidents or incidents that may occur during this time by myself.