

# Red Cross Youth Volunteer Policy

This Volunteer Policy applies to all volunteers within the Red Cross Youth organization (URK).

The Volunteer Policy sets out the regulations associated with our involvement in the Red Cross Youth. Its purpose is to define the expectations that we as volunteers in URK have towards each other's and to ensure that everyone has a good experience within the organization.

## The purpose of the Red Cross Youth

As volunteers in the Red Cross Youth, we support the purpose of the organization. The foundation of Red Cross Youth is based on the Red Cross' seven principles (find out more: [Røde Kors-bevægelsens syv principper](#)).

Our purpose is to work with and for vulnerable children and young people through protective and preventative activities, and to contribute to a society where "everyone can be someone for somebody", and where no child or young person feels left out of the community.

To ensure this, the Red Cross Youth must:

- Create safe spaces in the community with and for vulnerable children and young people, based on activities that create room for expression and new opportunities.
- Create and convey the knowledge and experience gained through these activities to create political and societal changes.
- Cooperate with relevant actors to achieve the greatest possible impact, positively benefitting vulnerable children and young people within society.
- Convey the purpose and goals of the Red Cross' seven principles to as many children and young people as possible, both within and outside of the organization.
- Inspire young people to act and think in line with humanist principles, and thereby realize these principles.
- Contribute to making young people societally aware and conscious of the community.
- Support friendships and intercultural understanding between children from different countries.

## Guidelines for volunteers

- Within the Red Cross Youth, there is room for diversity and differences among our volunteers. We respect each other's viewpoints despite differing opinions, and we treat each other appropriately and with respect.
- We respect and follow democratic decisions.
- We comply with active legislation (when working outside of Denmark, we follow said country's legislation).
- As a volunteer, it is mandatory to be a member of the Red Cross Youth. You can become a member [here](#).
- As a rule, one cannot be an activity leader in the Red Cross Youth if they are older than 35 years. Activities can apply to the National Board for an exemption from this rule. The age limit of 35 years does not apply to ordinary volunteers. However, all activity leaders at the URK Summer Camp have been granted an exemption from this rule.
- There are many different activities in the Red Cross Youth, requiring a variety of different qualifications. Individual activities and the National Board can therefore put application procedures in place which require specific personal and professional qualifications from volunteers applying to specific positions.

- It is obligatory for activity managers and local department board members to participate in onboarding courses run by the Secretariat Office. Depending on the activity, this could either be online, in-person, or a combination of the two.
- It is forbidden to drink or to be under the influence of alcohol whilst responsible for children and/or young people under the age of 18 during Red Cross Youth activities.
- It is forbidden to consume or carry illegal substances in the Red Cross Youth.
- The Red Cross Youth has prepared an Inclusion and Mutual Respect Policy which the volunteer, in addition to the Volunteer Policy, is obliged to know and follow. Failure to uphold these policies as a volunteer may be grounds for exclusion (see below).

### **Division of responsibility and decision-making competency**

If the volunteer does not comply with the standards of the Volunteer Policy, this may result in exclusion from parts, or all, of the Red Cross Youth organization.

In such cases, responsibility for the exclusion is divided between volunteers in the organisation as follows:

- The activity manager can exclude the volunteer from the activity.
- The local board can exclude the volunteer from the activity section or all activities under the local board. Exclusion from all activities under the local board must be approved by the Chairman of the board, who will evaluate whether the circumstances of the exclusion warrant escalation to the National Board.
- Within local departments, decisions regarding the exclusion of board members, including the Chairman, should be made in accordance with the local board's rules of procedure.
- It falls to the National Board to exclude activity managers on nationally anchored activities.
- The National Board can exclude a volunteer from the entire organization, or parts of it, without advance written notice. The National Board is the organization's highest authority and reserves the right to take over the handling of any case regarding a volunteer. Personal cases can be appealed through the National Board (see below).

### **Procedures for excluding a volunteer**

- If a volunteer fails to uphold the Volunteer Policy, the volunteer will receive a written warning. Should a further transgression take place, the volunteer can then be excluded by the responsible organizational unit from an activity or the local department and will be alerted to the exclusion in writing by the Chairman of that unit. In acute circumstances, exclusions may take place without a written warning.
- In situations where personal relations or conflicts between volunteers and participants over the age of 18 is disruptive to an activity, the volunteer is expected to withdraw as a rule. It is the responsibility of the activity manager to evaluate whether an alternative course of action should be taken, such as in instances where the volunteer played no active role in establishing the personal relation or conflict. As and when volunteers are excluded from activities, the Secretariat Office of the Red Cross Youth should be informed. The Secretariat Office is responsible for informing the Chairman.
- Anyone can apply for the National Board to make a judgment on the exclusion of a volunteer.
- Decisions regarding exclusions can be appealed through the National Board by written application to the Director of the organization. This also applies in cases where the National Board has passed a previous decision if relevant new information has come to light. Until a final judgment is made, the appeal process has no bearing on the exclusion, which becomes effective immediately, regardless of whether an appeal is launched.

- It falls to the Head of the Secretariat Office, in cooperation with the Chairman of the National Board, to handle personal cases. As such, all communication will go exclusively through the responsible person within the Secretariat. All communication is confidential.
- The responsible unit within the organization is expected to inform the Secretariat Office when a written warning has been issued or an exclusion has been undertaken. The Secretariat Office informs the National Board of written warnings and applies for the approval of exclusions by the Chairman of the National Board.