

# BEAT SEXISM CHARTER

BEAT SEXISM CHARTER  
ON THE RIGHTS AND  
RESPONSIBILITIES  
OF VOLUNTEERS

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## 02

# PREAMBLE OF THE CHARTER

***We, the supporters of this Charter, believe that access to volunteering and active citizenship opportunities are rights, not privileges. We are deeply convinced that every person has the right to volunteer anywhere in the world. In order to foster a culture of participation, personal and responsible development, as well as active citizenship in Europe and the world, volunteers need to be given the access to as well as the encouragement to engage in volunteering activities. However, first and foremost – volunteers need to be empowered with the rights that match their needs and fit their duties. Volunteering needs an empowering and enabling environment. Further, it is a source of economic growth, a pathway to integration and employment, a positive outcome in itself and a mechanism for improving cohesion. Volunteering also reduces economic, social and gender inequalities.***

*This Charter regulates the role of volunteers of Beat Sexism, z.s., and simultaneously provides a common set of basic rights for volunteers and the volunteering provider.*

**03**

## DEFINITION OF A VOLUNTEER

A volunteer is a person who carries out activities benefiting society, by free will. These activities are undertaken for a nonprofit cause, benefiting the personal development of the volunteer, who commits their time and energy for the general good without financial reward.

## DEFINITION OF A VOLUNTEERING PROVIDER

Volunteering providers are non-profit organisations and groups that are independent and self-governing as well as other non-profit entities. They are active in the public arena and their activity must be aimed, at least in part, at contributing to the public good.

# 04

## ARTICLE 1

Volunteering provider aims to look for certain qualities and skills in volunteers.

## ARTICLE 2

Volunteering provider is entitled to select only volunteers who are suitable for the work that fulfills the values and expectations of Beat Sexism, z.s.

## ARTICLE 3

Volunteering provider shall draw up a volunteer agreement or 'contract' with the volunteering applicant.

## ARTICLE 4

Volunteering provider is entitled to ask for tasks to be done in a particular way.

## ARTICLE 5

Volunteering provider expects commitment, reliability and punctuality from the volunteer.

## ARTICLE 6

Volunteering provider has the right to deal with disciplinary and grievance matters.

## ARTICLE 7

Volunteering provider is entitled to ask a volunteer to leave the organisation;

- a) if their involvement hinders the organisation achieving its goals,
- b) their involvement is not adequate based on the mutual agreement,
- c) lacks representative nature,
- d) does not represent Beat Sexism, z.s. with dignity.

# **05**

## **ARTICLE 8**

Every volunteer must understand the purpose and philosophy of the organisation before committing to it. Furthermore, the volunteer respects the rules of law and non-discrimination throughout their voluntary activity.

## **ARTICLE 9**

Every volunteer must understand the rules and guidelines of Beat Sexism, z.s.

## **ARTICLE 10**

Every volunteer must be loyal to Beat Sexism, z.s., and has the responsibility to respect the integrity, mission, objectives and values of the volunteering provider.

## **ARTICLE 11**

Every volunteer shall accept support and supervision positively from the volunteering provider.

## **ARTICLE 12**

Every volunteer cooperates with other volunteers within Beat Sexism, z.s., where relevant and contributes to the organisation's sustainability through communication with others and a hand-over at the end of their engagement.

## **ARTICLE 13**

Every volunteer adheres to requirements regarding confidentiality.

## **ARTICLE 14**

Every volunteer understands that volunteering aims towards benefits for the common good and society without financial reward.

# **06**

## **ARTICLE 15**

Every volunteer is entitled to equal access to volunteering opportunities and protection against all kinds of discrimination such as on the grounds of age, gender, sexual identity, race, colour, language, disability, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status and shall not be discriminated against on basis of their background or beliefs.

## **ARTICLE 16**

All volunteers must be informed about their rights and responsibilities.

## **ARTICLE 17**

Every volunteer has the right to job description that clearly states the aim of the job and the duties to be undertaken by them.

## **ARTICLE 18**

Every volunteer has the right to know as much about the organisation as possible including its policies, its people and its programs.

## **ARTICLE 19**

Every volunteer has the right for support, guidance and direction from someone who has the experience and time to invest, to be consulted on matters that directly or indirectly affect them and their work and receive feedback on such matters.

## **ARTICLE 20**

Every volunteer has the right to be heard, to have a part in planning, to make suggestions and to be shown respect for an honest opinion.

**BEAT SEXISM, Z.S.**