VOLUNTEERS RELATIONSHIP POLICY

The purpose of Our Neighbours Ministry is to glorify God by showing His love in reaching out to the poorest of the poor and restoring those that have lost hope in line with our vision to be an integrated, sustainable and renowned organisation, raising previously vulnerable men and women to a place of significance and influence, within the Zimbabwe community. In that regard, the following needs to be observed in relation to male / female relationships:

- It is the duty of every volunteer to uphold the highest standards of morality and integrity in their personal lives and in the way that they conduct their relationships.

- Volunteers who are dating must maintain professionalism at all times when they are out in the field e.g. at camps, workshops, and all public places that are visited when ministering to the community.

- Public affection between couples must therefore be non- existent when in the field.

- Other volunteers have the duty to report any cases of misconduct of such a nature to the respective authorities at Our Neighbours Ministry for the following reasons:
    - **Accountability to each other as volunteers.**
    - **To protect the good name of Our Neighbours.**

- Volunteers are not allowed to date students that they minister to in the schools, or within Lighthouse as this is highly unacceptable.

- In light of the above it is the duty of every volunteer to refrain from doing anything that would bring the Our Neighbours name or any of its partners to disrepute. E.g. Heads / companies calling Our Neighbours, and complaining about misconduct of volunteers whilst at their school / company on any issue mentioned above.

- Any volunteer, who does not adhere to any of the above-mentioned issues, will be asked to terminate their volunteer contract with immediate effect.

CODE OF CONDUCT ACKNOWLEGEMENT:

This is to certify that I …………………………………………………………………………… have read and understood the volunteer relationship policy and that I agree to be bound by the same for the duration of my work with ONM. I further agree that in the event of my breaching any of these conditions as stipulated therein Our Neighbours Ministry may take whatever steps necessary to remedy the breach and to protect their name and integrity.

Signed: (Volunteer)   ……………………………………………………   Date……………………………………………………

Signed: (ONM)   ……………………………………………………   Date……………………………………………………

Witness   ……………………………………………………   Date……………………………………………………