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VOLUNTEER POLICY

Document	Volunteer Policy
Organization	Non-Governmental Organization "International Anti-Corruption Assembly" (NGO "IACA")
Version	4.0
Approved	February 25, 2026
Approved by	Secretary General of the Central Committee of NGO "IACA"
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1. General Provisions

This Volunteer Policy regulates the engagement, interaction, and support of volunteers within the activities of the Non-Governmental Organization “International Anti-Corruption Assembly” (hereinafter referred to as the “Organization” or “IACA”).

The Organization operates in Ukraine and in 15 countries worldwide, maintains international partnerships, and plans to further expand its international cooperation. This Policy has been developed in accordance with the Charter of the Organization, the Law of Ukraine “On Volunteer Activity”, international volunteer management standards, the United Nations Convention against Corruption (UNCAC), the United Nations Sustainable Development Goals (SDGs), as well as the legislation and regulatory requirements of the countries in which volunteers carry out activities on behalf of the Organization.

This Policy takes into account the transition to a hybrid operating model from 2026 and establishes a universal approach applicable to both Ukrainian and international volunteers.

2. Purpose of the Policy

- Defining clear, transparent, and universal rules for working with volunteers in an international context;
- Ensuring effective, safe, and motivated engagement of volunteers in the implementation of the Organization’s mission;
- Protection of the rights of volunteers and the Organization regardless of their country of residence;
- Creation of unified ethical and operational standards for volunteers from different countries;
- Support for the Independence-First principle in international cooperation.

3. Scope of Application

This Policy applies to all volunteers of the Organization, regardless of their nationality, place of residence, or the country in which they perform volunteer activities, as well as to employees and members of management who interact with volunteers.

4. Definitions

Volunteer - a natural person who voluntarily performs socially beneficial activities on a non-remunerated basis according to their own free will and choice, acting on behalf of or in the interests of the Organization.

5. Core Principles of Volunteer Engagement

- Voluntariness, freedom of choice, and respect for human dignity;
- Equal opportunities and prohibition of discrimination regardless of nationality;
- Universal standards of conduct and protection of volunteers’ rights;
- Compliance with the legislation of Ukraine, international law, and the national legislation of the country where the volunteer is located;
- Mandatory familiarization with the Organization’s key policies (Anti-Corruption Policy, PSEA Policy, Child Safeguarding Policy, Anti-Fraud Policy, Code of Conduct, etc.);
- Proportionality of requirements to the scale of activities and resources of the Organization.

6. Rights and Responsibilities of Volunteers

6.1 Volunteer Rights:

- To receive clear assignments, necessary information, and support;
 - To work in a safe environment in accordance with safeguarding standards;
 - To receive recognition for their contribution;
 - To have their rights protected in accordance with the legislation of the country where they are located and applicable international standards.
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6.2 Volunteer Responsibilities:

- To comply with the Charter, Code of Conduct, and all internal policies of the Organization;
- To perform assumed responsibilities diligently and professionally;
- To comply with the legislation of the country where activities are carried out;
- To maintain the confidentiality of information;
- To immediately report any actual or suspected violations.

7. Volunteer Recruitment and Engagement

- Volunteers shall be selected based on their competencies, experience, and alignment with the Organization's values;
- A Volunteer Agreement (or another document required by the legislation of the country where the volunteer is located) shall be concluded with each volunteer;
- Mandatory induction and briefing on the Organization's key policies shall be conducted.

8. Volunteer Support and Development

The Organization provides volunteers with:

- Training and capacity-building opportunities (including online learning);
- Informational and methodological support;
- Moral recognition of their contribution.

9. Termination of Volunteer Engagement

Volunteer engagement may be terminated at the initiative of either party, subject to appropriate documentation in accordance with the legislation applicable in the volunteer's country of residence or activity.

10. Related Documents

- Code of Conduct;
- HR Policy;
- Whistleblowing and Whistleblower Protection Policy;
- Protection from Sexual Exploitation and Abuse (PSEA) Policy;
- Child Safeguarding Policy.

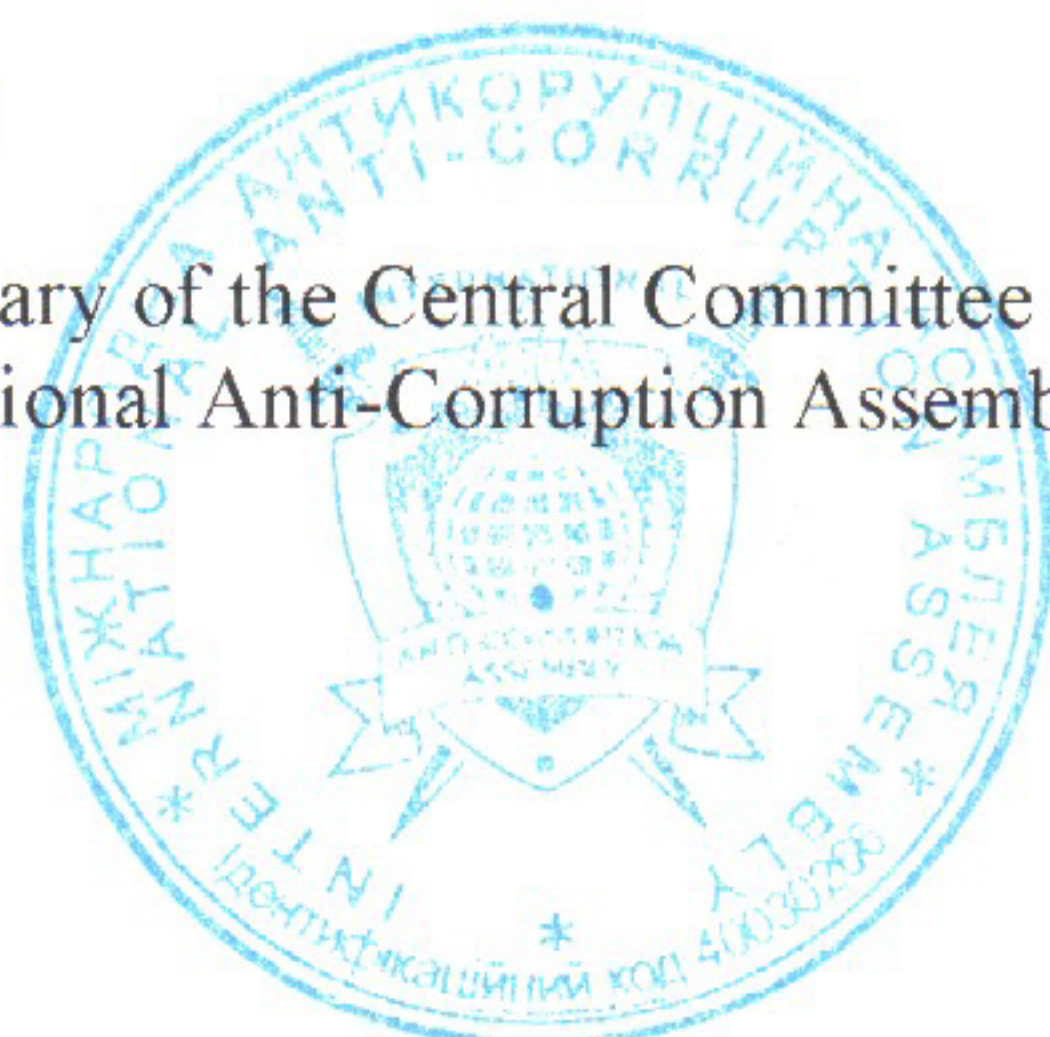
11. Final Provisions

This Policy shall enter into force on 25 February 2026.

The Policy shall be reviewed whenever there are significant changes in the Organization's international activities or in the legislation of the countries where the Organization operates.

Approved by:

General Secretary of the Central Committee
NGO "International Anti-Corruption Assembly"




_____ Viacheslav Sayenko