



PARA TI GLOBAL

GENERAL POLICY ORDERED BY BOARD OF DIRECTORS VOLUNTEER MANAGEMENT POLICY

Introduction

Para Ti Global recognizes that volunteers are essential to the success of our mission to support vulnerable communities around the world. We are committed to providing a positive and rewarding volunteer experience, and to ensuring that our volunteers are engaged, informed, and supported.

Purpose

The purpose of this policy is to outline the principles, procedures, and practices that guide our volunteer management program, and to ensure that all volunteers are treated with respect, fairness, and transparency.

Principles

1. Volunteers are a valuable and integral part of our organization.
2. All volunteers are treated with dignity, respect, and fairness, regardless of their age, gender, race, religion, or background.
3. Volunteers are given meaningful and rewarding work that aligns with our mission and values.
4. Volunteers are supported, informed, and trained to perform their roles effectively.
5. Volunteers are recognized and appreciated for their contributions to our organization.
6. Volunteers are subject to the same standards of conduct and expectations as paid staff members.
7. Volunteer involvement is contingent upon an agreement with Para Ti Global that outlines the volunteer's responsibilities, duration of service, and any other relevant information.

Procedures

Recruitment and Selection:

1. Para Ti Global will recruit volunteers through a variety of channels, including social media, community events, referrals, and position posting platforms.
2. All prospective volunteers after passing the initial application and interview process may be subject to a background check as conducted by the executive team through a third-party organization, industry standardized process.
3. All prospective volunteers will be screened and selected based on their skills, experience, availability, and alignment with our mission and values.
4. Volunteers will be required to submit a volunteer application form, participate in an application process that may require an interview.
5. Para Ti Global will ensure that volunteers are matched with roles that are suitable for their skills, experience, and interests.

Training and Orientation:

1. All volunteers will be provided with a comprehensive orientation that includes information about our organization, policies, procedures, and expectations.
2. Volunteers will receive job-specific training and ongoing support to help them perform their roles effectively.
3. Para Ti Global will provide volunteers with opportunities for professional development and training as appropriate.

Supervision and Support:

1. Volunteers will be supervised and supported by staff members who are responsible for managing volunteer programs.
2. Staff members or volunteer supervisors will provide regular feedback, coaching, and support to help volunteers succeed in their roles.
3. Volunteers will be provided with clear expectations and objectives, as well as regular performance evaluations.

Recognition and Appreciation:

1. Para Ti Global will recognize and appreciate the contributions of volunteers in meaningful ways, such as through awards, letters of appreciation, and public recognition.
2. Volunteers will be invited to participate in volunteer appreciation events and activities.

Termination and Feedback

1. Volunteers may terminate their service with Para Ti Global at any time and for any reason.
2. Para Ti Global reserves the right to terminate volunteer involvement if the volunteer does not comply with our policies, procedures, or expectations, if their conduct is detrimental to the organization, or if their service is no longer needed.
3. Para Ti Global will seek feedback from volunteers on their experiences, and will use this feedback to continuously improve our volunteer management program.

Conclusion

Para Ti Global is committed to providing a positive and rewarding volunteer experience that benefits both our organization and our volunteers. By following the principles, procedures, and practices outlined in this policy, we aim to create a culture of volunteerism that inspires and empowers individuals to make a positive difference in the world.

This policy was adopted by unanimous vote of the Para Ti Global board of directors.

Witness our corporate seal this 8th day of April, 2023.

