

JUSTICE FOR CHILDREN

Volunteer Policy

PREAMBLE

This policy shall be a Volunteering Policy for JCT which is a non profit making organization that provides free legal services to children in difficult circumstances in Zimbabwe.

PURPOSE

The purpose of this policy is to:

- Reinforce the importance of volunteering to JCT
- Establish basic values and attitudes for JCT towards volunteering.
- Set out responsibilities of JCT towards their volunteers.
- Set out the responsibilities of people who volunteer for JCT.

DEFINITIONS

Volunteering in JCT context involve:

- Is intended to benefit children in difficult circumstances in Zimbabwe in accordance with JCT mission and vision.
- A JCT volunteer is a person who carries out volunteer activities for the organization occasionally or regularly.
- Motivation by free will of the person volunteering and not for the desire for material or financial gain or by external, socio-economic or political pressure.
- A completed case is a case which has been finalized by way of an out of court settlement, court hearing and having had full legal advice.
- Benefits shall include volunteer allowances as shall be stipulated by JCT from time to time, incentives such as T- shirts, bags, stationery as shall be prescribed by JCT from time to time.
- Reasonable expenses shall cover expenses any reasonable person would incur in such a position, final decision shall be made by JCT financial and administrative manager.

SCOPE

This policy shall apply to all JCT volunteers.