



Global Partnerships

Volunteer Responsibilities and Expectations

We are so grateful for your willingness to volunteer to serve the communities in Guatemala and Mexico with our partners Medical Teams International, Faith in Practice, or Esperanza. Some of you may be new to international volunteering. Others of you may be quite experienced and find this volunteer experience to be familiar. We want to ensure, however, that each of you knows what to expect and what is expected of you.

- Each of our partners will share a volunteer Code of Conduct with you. You need to review that carefully and ensure that you understand and are willing to adhere to that Code of Conduct.
- While you are in the country:
 - You can rely on the designated team leaders and the in-country staff to work to ensure your safety and security.
 - You need to take the direction of the team leaders and in-country staff. Whether or not it is clear at the time, there are reasons for the expectations set and direction that you will be given. In addition, this is a team experience and you are expected to remain with the team and within the infrastructure set up by Global Partnerships and our partners.
- As a member of a team coordinated by Global Partnerships:
 - You can expect to be treated in a manner that is consistent with Providence St. Joseph Health's core values.
 - You are expected to manifest the PSJH core values. This includes:
 - showing respect for the host country's cultural traditions and adhering to host country laws; and
 - showing respect for all those with whom you interact, and ensuring that your behavior supports the team and the team's work. Behavior that could constitute harassment is not permitted particularly any offensive conduct or comments based on a person's sex, race, ancestry, national origin, age, disability, or other legally protected category.

- During the trip:
 - If you have concerns that Global Partnerships or our in-country partners are not meeting the expectations outlined, you should talk with your team leader(s) and/or the in-country staff. If that does not resolve your concerns, you should contact Sr. Manager of International Service Teams Brittn Grey (Brittn.Grey@providence.org; 425-525-3586) or Senior Director Aimee Khuu (Aimee.Khuu@providence.org; 425-525-3082).
 - If your conduct does not meet the expectations outlined or you fail to follow the direction of your team leader and/or in-country staff, Global Partnerships may dismiss you from the team.
 - If you are dismissed from a team or choose to leave the team at any point, you will be responsible for the costs and/or expenses that may be incurred, including any additional travel or accommodation costs. You will not be entitled to any refund or reimbursement from Global Partnerships or our partners.
- Expectation upon return from a trip:
 - Participate in team debrief meeting.
 - Complete Global Partnerships and/partner post-trip evaluation.
 - Engage in at least one of the following post-trip projects or events:
 - Write a reflection/article about the trip for Global Partnerships, a PSJH publication, or local newspaper.
 - Organize an event to raise awareness about Global Partnerships' international initiatives and the problem your group addressed.
 - Volunteer locally through the Providence Volunteers in Partnership portal (volunteersinpartnership.org).
 - Conduct a brief educational presentation about the service trip at a department meeting or similar gathering.

There are many ways to honor the service experience depending on your skills and passions. Participants are invited to think broadly about how to bring the experience home, and Global Partnerships staff and team leaders are happy to help volunteers identify possible post-trip activities.

As a member of a PSJH global partnerships service team, we hold you to the standard of conduct consistent with that of your workplace. Although you are participating on non-work time, behavior inconsistent with PSJH core values and workplace protocol could result in not being included on future service teams, being sent home from a service trip, or disciplinary action from the organization.

In accepting this agreement on your electronic trip application you acknowledge and understand what you can expect of Global Partnerships and our partners, *and* what is expected of you as a team member.