

Greenpeace Nordic

Volunteering Policy

For:	The Board
Written by:	Volunteer Unit
Approved on/Effective from:	21 th of December 2015
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Background

This policy defines Greenpeace Nordic's shared understanding and commitment towards the people who volunteer in different capacities with the organisation.

In 1971, a small group of activists set sail to Amchitka Island off Alaska to try to stop a US nuclear weapons test. The Quakers, pacifists, ecologists, journalists and hippies who were the founders of Greenpeace took this action as volunteers, and volunteering has been at the core of Greenpeace ever since.

Today, environmental destruction is taking place at an unprecedented rate. Climate change, deforestation of our world's last ancient forests and overfishing of our oceans are examples of the severe threats to our environment. It will take a global movement of millions to create the necessary change to meet the environmental challenges the planet and humankind are currently facing. Greenpeace Nordic volunteers play a key role in mobilising and engaging more people to join the movement for a sustainable future.

Greenpeace Nordic volunteers support Greenpeace's mission of being an independent campaigning organisation that uses non-violent, creative confrontation to expose global environmental problems, and to force the solutions which are essential to a green and peaceful future.

A strong commitment to Greenpeace's core values and principles is a prerequisite for all volunteers when volunteering with Greenpeace.

Core Values

Commitment and professionalism

Our commitment to our mission is our strength. It is combined with professionalism to reach our goals.

Global mindset

Greenpeace culture supports the global nature of our organisation, our objectives and honours our diversity in the way we work as a global network.

Trust and respect

Our culture aims to create mutual trust through transparency and accountability in our interactions.

Value people

Our culture attracts, inspires and empowers employees, activists, volunteers and supporters to jointly achieve our common goals. We value our people and maximise the potential of each individual within the global framework. Responsibilities are based on the skills and potentials of people.

Knowledge-sharing

We stimulate knowledge sharing, mutual learning and open access to information.

Goal orientated

We focus on outcome and work towards goals instead of on issues.

Cutting edge/Innovation

We encourage people to develop, empower them to take risks and learn from their mistakes.

We believe in

Confrontation

We believe in creative confrontation. By challenging ideas and behaviour, we believe we can move people and organisations.

Non-violence

Core to our roots is the principle of peaceful action.

Independence

Greenpeace is supported by individuals. By not accepting funds from political parties, governments, or corporations, we maintain our independence.

The power of acting together

We believe in the power of the many. The future of the environment rests with the millions of people around the world who share our beliefs. Together we can tackle environmental problems and promote solutions.

Volunteers support Greenpeace Nordic with their individual skills and capabilities, contributing their ideas, enthusiasm and expertise. They work as envoys for Greenpeace's messages and mobilise their networks and local communities to support Greenpeace with co-creating positive change in the world.

By being involved in Greenpeace Nordic, volunteers see the results of their work in campaigns towards a more sustainable future and can connect with other like-minded people. They learn about campaigning and environmental issues through practical work and training and gain a sense of being part of a larger environmental movement.

Definition of a Volunteer in Greenpeace Nordic

Greenpeace Nordic volunteers do not receive any monetary compensation for their voluntary work in the organisation. Volunteers do not replace Greenpeace staff. Taking part in activities offered by Greenpeace Nordic's volunteering programme always happens on a completely voluntary basis.

People over the age of 18 can become volunteers at Greenpeace Nordic. No special skills, talents or capabilities are needed to become a volunteer, although they may be utilised in specific projects. Greenpeace Nordic is committed to diversity and inclusion and continues to work towards a more diverse, open and inclusive volunteering programme.

Volunteers are not bound by a contract and can decide to discontinue their engagement with Greenpeace at any time.

Becoming a Volunteer for Greenpeace Nordic

Volunteers are recruited through digital channels, locally from existing volunteers' networks and at events. Anyone interested in volunteering with Greenpeace Nordic can submit a form on the website of the national Greenpeace office. All new volunteers are invited to attend an introductory meeting, usually organised by local volunteer group. If required by the specific volunteer role, more individualized on boarding processes are possible. During an introductory meeting, new volunteers learn more about Greenpeace Nordic's volunteering programme, explore the different activities Greenpeace volunteers can engage in and become familiar with Greenpeace's mission and core values.

People interested in initiating Greenpeace activities in areas where there are no local groups can get in touch with the national volunteer coordinators for assessment of starting new local groups or other possibilities for voluntary work.

Forms of Volunteering in Greenpeace Nordic

Volunteers support Greenpeace Nordic campaigns in different roles and with different levels of responsibility and commitment. Most voluntary assignments are open for anyone, but some volunteer roles require specific training, skills or experience within the organisation. Most Greenpeace volunteers engage in local volunteer groups and support Greenpeace's campaign and outreach work. Practically, the work includes but is not limited to organising public events like concerts and film-screenings, running an

information stall on the local market, giving presentations at schools or directly confront environmental destruction. Some volunteers take more responsibility as group contact persons or other specific roles.

Greenpeace Nordic volunteers are also encouraged to initiate their own projects within the frame of Greenpeace Nordic's issues and campaigns and to support projects initiated by other volunteers. In order to request organizational support and resources for a project, Greenpeace Nordic volunteers are encouraged to share their project plan in form of a Volunteer Project Proposal with their Volunteer Coordinator. A template for a Volunteer Project Proposal can be found on Greenpeace Nordic's online platform for volunteers [Greenwire](#).

Some volunteers offer practical support in the field, for example by cleaning up oil spills or taking water samples for scientific analysis. Greenpeace Nordic also engages volunteers in its offices and Action Centers, where volunteers help with everything from greeting visitors, supporting with practical office tasks, or specific campaign related tasks, to logistical assignments like painting banners, maintaining equipment etc. Some volunteers support the digital volunteering platforms by working as community coaches or writing blogs.

Some Greenpeace volunteers train specific skills in the field of nonviolent direct action, canoeing, climbing or boating.

Greenpeace offers a broad spectrum of volunteering opportunities, and while the examples mentioned above provide an overview about the most common and frequent volunteer assignments, new assignments for volunteers emerge with almost every new campaign.

Support Offered to Volunteers

Volunteers are supported by staff specifically employed to coordinate volunteers. The main responsibility of coordinating and supporting volunteers and of developing Greenpeace Nordic's volunteering programme lies with the Volunteer Unit staff. Occasionally, other staff members engage volunteers and become direct points of contact for those engaged.

Learning and development opportunities are an integral part of Greenpeace Nordic's volunteering programme. Greenpeace encourages and educates volunteers to take more responsibility while volunteering and to use their ideas and leadership skills to further Greenpeace's mission. Greenpeace Nordic volunteers are offered regular training, for example, about nonviolent direct action, leadership, public speaking and other skills that are beneficial for volunteering with the organisation. All volunteers receive and have access to information about Greenpeace's campaigns, vision, mission and values, as well as the practicalities of being a volunteer. Greenpeace Nordic also encourages volunteers to take part in trainings and meetings organised by other Greenpeace offices.

All expenses directly connected to volunteering activities and agreed upon with relevant Greenpeace staff are reimbursed by Greenpeace Nordic. Restrictions on paying for alcohol or meat, as detailed in Greenpeace Nordic's organisational policies, must be respected. Greenpeace Nordic policies on meetings, food and procurement can be found on the internal communication platform [Greenwire](#).

Volunteers can claim expenses by submitting an expense claim form. Volunteer expense claims are usually being processed within three working days.

Involvement in Organisational Structures

Greenpeace Nordic regularly provides information to volunteers about the results and impact of their work in different campaigns. At least every other year, volunteers and staff are invited to join the Nordic Away Days, a big gathering for planning the future, learning and evaluation and creating a sense of community. Feedback is collected annually from volunteers to enable continuous development and improvement of Greenpeace Nordic's volunteering programme.

Greenpeace Nordic also integrates volunteers in developing the strategic direction for the organisation to make volunteers' experience, opinions and expertise available for key direction-giving processes.

Conflicts, Grievances and Unacceptable Behaviour

The staff in Greenpeace Nordic's Volunteer Unit is committed to offering support in finding solutions for conflicts, which might occur within the volunteer community or between volunteers and staff.

If volunteers need to report a grievance or integrity violation to Greenpeace Nordic, they should refer to the Nordic Protocol for Handling (suspected) Integrity Violations for information about the formal complaint procedure. Greenpeace Nordic has identified persons of trust (male/female) in every national office as go-to persons for all Greenpeace People who want support with exploring options for taking their case forward, or who want support with filing a report.

Greenpeace Nordic expects volunteers to agree with and act in a manner aligned with Greenpeace's mission and core values and principles when engaging in the organisation. Unacceptable behaviours are those that endanger other people's safety or integrity or Greenpeace's organisational integrity while a person is volunteering for Greenpeace Nordic. Greenpeace Nordic's Code of Conduct clarifies what we can expect from each other and what our organisation expects of us in terms of acceptable behaviour. Furthermore Greenpeace has a Zero Tolerance approach to sexual, verbal, or physical harassment, victimisation and any kind of discrimination as stated in Greenpeace Nordic's Policy on Discrimination, Harassment and Victimisation. In severe cases of such unacceptable behaviours, Greenpeace Nordic may decide to discontinue the engagement of the volunteer, either temporarily, pending investigation or permanently. The volunteer can appeal the decision to the Executive Director of Greenpeace Nordic.

The Nordic Protocol for Handling (suspected) Integrity Violations, Greenpeace Nordic's Code of Conduct, and the Greenpeace Nordic Policy on Discrimination, Harassment and Victimisation can be found on the internal communication platform [Greenwire](#).

Duty of Care

Greenpeace Nordic has a duty of care towards its volunteers and takes all reasonable steps to reduce the likelihood of harm coming to them.

Greenpeace Nordic volunteers are covered for the case of accident or death by an insurance while they are volunteering for Greenpeace. Greenpeace Volunteers in Finland, Sweden and Norway are covered with at least 160.000 SEK in case of accidents and at least 50.000 SEK in case of death. Volunteers in Denmark are also insured by Greenpeace Nordic, but due to reasons related to Danish legislation, volunteers are strongly recommended to complement the Greenpeace-provided insurance for accident or death with a private insurance.

Approval & Revision

This policy was created by the Volunteer Unit of Greenpeace Nordic.

The Volunteer Unit Manager is responsible for reviewing the policy on an bi-annual basis and for seeking approval of the updated policy.

Greenpeace Nordic's volunteering policy was initially adopted by Greenpeace Nordic Board chair of Directors, on December 21st, 2015.

The policy was revised and approved by the Board of Directors on 1st of December 2018.