THE WORLD
ORGANIZATION OF
WOMEN NATIONS
WOMAFREESM INC.

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Volunteer Code and Rules of Participation

An open document for women who want to take part in Womafreesm as volunteers.

1. What Womafreesm is

Womafreesm is not an interest club or a space for empty talk. It is a system that helps translate women's experience into data, legal action, and real changes to the rules. Womafreesm is built on three vectors:

1. Evidence Data

Collecting, analyzing, and organizing data about the real lives of women, so that women's experience stops being a private story and becomes a basis for decisions.

2. Legal Rapid Response

A route along which individual situations and violations do not go unnoticed, but receive analysis, direction, and further movement.

3. Infrastructure

Rules, roles, processes, documents, connections, and a coordination system, without which any movement falls apart.

> **A volunteer at Womafreesm is not "just a helper." She is a person who helps this system grow and work.**

2. Why this Code is needed

This Code is not for formality. It is needed so that from the very start it is clear:

- what participation in Womafreesm is
- what counts as contribution
- what a volunteer may do
- what a volunteer may not do
- how the woman herself, her contribution, and the organization's reputation are protected
- how order is preserved instead of chaos

If this is not written down, any good idea quickly turns into confusion, improvisation, and conflict.

3. What Womafreesm stands on

Every volunteer agrees with these principles.

3.1. The woman is not broken. The system is broken

We do not proceed from the idea that a woman needs to be "fixed" or "adjusted." We proceed from the fact that many of the world's rules were originally built without accounting for women's reality. So it is not the woman that must change, but the design of the system.

3.2. Non-partisanship

Womafreesm does not support political parties, candidates, or party campaigns. Participation in the organization may not be used for party campaigning or a political takeover of the agenda.

3.3. Private-by-default

Participation in Womafreesm does not require publicity. A woman is not obliged to openly show that she participates. Any public mention is possible only with her explicit consent.

3.4. Respect

Humiliation, harassment, discrimination, insults, incitement of hatred, and calls to violence are unacceptable at Womafreesm.

3.5. Honesty of contribution

Contribution is counted not by words, not by intentions, and not by declared hours, but by the real, completed, and accepted result.

3.6. The movement may not be used for personal ends

Womafreesm may not be used as a springboard for personal PR, hidden sales, pressure on others, appropriation of others' work, or building your own "mini-brand" inside the organization.

4. Who can be a volunteer

A Womafreesm volunteer can be a woman who:

- agrees with this Code
- understands that volunteering does not equal official representation
- is ready to carry out tasks according to the rules
- respects other women and the organization's boundaries
- does not come with the goal of using Womafreesm for personal, ideological, or conflict-driven ends

Womafreesm has the right not to accept a woman into the volunteer route or to stop her participation if it sees a direct conflict with the Code, a reputational risk, or an attempt to seize authority she does not have.

5. What it means to be a Womafreesm volunteer

To be a volunteer means:

- entering the system through an application
- receiving manageable tasks
- carrying them out according to clear rules
- handing over the result in the established format
- growing within the system through real contribution, not loud words

Entry into volunteering is free. Volunteering is a separate form of participation. It requires no payment and does not mean an automatic transition to a leadership or public role.

6. What a volunteer receives

A volunteer receives:

- a clear entry route
- a first task and further tasks along her track
- instructions and templates
- a record of her contribution
- confirmation of the accepted result
- the opportunity to grow within the system
- the opportunity, over time, to apply for a higher level of responsibility
- the opportunity to be recognized publicly only with her consent

A volunteer receives not an empty status, but a working system in which her participation does not disappear or dissolve.

7. What a volunteer does not receive automatically

A volunteer does not automatically receive:

- the right to speak on behalf of Womafreesm
- the right to represent the organization in negotiations
- the right to promise anyone a partnership, a position, or the launch of a country
- the right to collect money on behalf of Womafreesm
- the right to conduct official negotiations
- the right to a leadership role just because she supports the idea

> **At Womafreesm there is a difference between two phrases: "I take part in Womafreesm" and "I speak on behalf of Womafreesm." The first is possible for a volunteer. The second is possible only after separate clearance.**

8. How contribution is counted

Contribution is counted only when a task was agreed or assigned, actually completed, has a clear result, and was accepted by a coordinator or lead. Examples of a result:

- a published post based on an agreed text
- a translated text
- a contact list based on a template
- a sent letter
- a filled-in table
- a prepared report
- gathered and handed-over information

Not counted as contribution in themselves:

- the desire to help
- presence in the chat
- the words "I'm ready"
- the promise "I'll do it later"
- the number of hours without a result

9. The Task Log

At Womafreesm, contribution is recorded through the task log. For each task, the following is tracked:

- what exactly the volunteer did
- what the result is
- whether it was accepted or not
- whether a revised version is needed

This is needed not for bureaucracy, but for honesty. The system must see not only the desire, but also the action.

> **There is no self-confirmation. A volunteer does not confirm her own contribution. The decision to accept the result is made by a coordinator or lead.**

10. Activity and pause

To remain an active volunteer, you need to keep contact with the system and carry out tasks. If a woman realizes she is temporarily dropping out, she can give notice in advance and put her participation on pause. A pause is a normal mode, not a violation. If there is no activity for a long time and no notice either, the status may switch to inactive. This does not erase the participation history, but it means the woman is not currently in a working rhythm.

11. Rules of public speech

11.1. What a volunteer may say

A volunteer may speak for herself:

- that she takes part in Womafreesm
- why this topic matters to her
- which ideas of the organization resonate with her
- what she does within her participation

11.2. What a volunteer may not say

Without separate clearance, a volunteer may not:

- present herself as an official representative of Womafreesm
- say "I represent Womafreesm" if she has no such status
- make official statements on behalf of the organization
- promise partnerships, roles, funding, or the launch of a team
- negotiate as an official representative
- arbitrarily call herself a country lead, coordinator, country director, or ambassador

> **The rule is simple: speaking for yourself is fine; speaking on behalf of Womafreesm — only after official clearance.**

12. Local meetings and offline participation

If a volunteer holds a local conversation or meeting, or gathers women around a topic, she does so within safe boundaries. That means:

- she does not pose as an official representative if she is not one
- she does not promise partnerships and positions on behalf of the organization
- she uses only agreed formulations
- she does not conduct official negotiations
- she hands results and leads to the coordinator in the established order

By default, in such cases, anonymized outcomes are handed over: how many women took part, which topics were raised, what conclusions there are. Names, contacts, and any personal data are handed over only if there is separate explicit consent from each participant.

13. Privacy and data

Womafreesm proceeds from the principle: don't collect anything unnecessary. A volunteer is obliged to:

- respect the privacy of other women

- not publish others' stories without consent
- not pass personal data outside the approved route
- not keep sensitive materials with herself without necessity and permission

A volunteer has no right, on her own initiative, to:

- collect detailed accounts of violence
- promise legal help on behalf of Womafreesm
- publish photos, names, contacts, and cases without consent
- collect a "database of women" for personal use

If a situation of risk, threat, pressure, or a possible legal case arises, the volunteer does not act on her own, but hands the information to a curator or coordinator.

14. What is prohibited at Womafreesm

Prohibited:

- hatred toward men and the rhetoric of a war of the sexes
- humiliating women by age, country, language, culture, religion, or status
- appropriating others' results
- lying about one's contribution
- falsifying reports, tasks, data, and results
- using Womafreesm for hidden sales and personal gain
- toxic pressure on other participants
- unauthorized official representation
- collecting money on behalf of Womafreesm without permission
- publishing unverified or harmful information
- creating "your own version of Womafreesm" without clearance and agreement
- violating the privacy rules

15. Growth within the system

Growth at Womafreesm is possible. But it is built not on sympathy and not on loudness, but on confirmed contribution. For growth, several things matter at once:

- length of participation
- completed and accepted tasks
- respect for the Code
- stable communication
- willingness to take responsibility
- a recommendation from a coordinator or curator, if it concerns the next level

No leadership or representative role is granted automatically for enthusiasm alone.

16. Recognition of contribution

Womafreesm may recognize a volunteer's contribution through:

- an internal status
- a certificate
- a mark in the register of results
- a thank-you
- the right to apply for the next level

Recognition is not given in advance and is not built on nice words. It rests on real work. Public recognition is possible only with the woman's own consent.

17. Violations and consequences

If the Code is violated, it entails consequences. Depending on the situation, this may be:

- a warning
- a pause in tasks
- withdrawal of a public mention
- withdrawal of status
- termination of participation
- refusal of further cooperation

If the violation is serious, measures may be applied immediately. Serious violations include:

- deliberate lying
- falsifying results
- collecting money on behalf of Womafreesm
- unauthorized official representation
- publishing others' data without consent
- harassment, threats, discrimination
- using the organization for political or personal ends contrary to the Code

18. Returning after a pause or inactivity

If a volunteer has dropped out of the rhythm, it does not mean the door is closed for life. Return is possible through a short re-entry into the system. The history of previous participation is kept. But active status is restored only after a new confirmed contribution.

19. What a volunteer confirms by agreeing to the Code

By agreeing to this Code, a volunteer confirms that she:

- has read the document and agrees to abide by it
- understands the difference between participation and representation
- knows that she may not speak on behalf of Womafreesm without separate clearance

- accepts the rule: contribution is counted by result, not by words
- respects the privacy of other women
- will not use Womafreesm for personal, commercial, or political ends
- understands that violating the Code may lead to withdrawal of status and termination of participation

20. Final provisions

This Code applies to all Womafreesm volunteers from the moment their participation in the volunteer route is confirmed. Submitting an application, agreeing to the Code in the entry form, and continuing to take part in Womafreesm tasks mean acceptance of these rules.

Womafreesm has the right to update the Code when necessary to protect women, the quality of work, data security, clarity of roles, and the sustainability of the system. The latest approved version is considered current. If a particular situation is not directly described in this Code, a decision is made based on Womafreesm's core principles: respect, non-partisanship, privacy by default, honesty of contribution, a ban on appropriating authority, and protection of the organization's reputation. Questions on applying the Code, disputed situations, and requests for clarification are directed to the coordinator or curator of the volunteer direction.

> **Womafreesm rests not on slogans, but on rules. This Code protects the woman, her contribution, and the system itself.**