



IMO2024: Volunteer Code of Conduct

International Mathematical Olympiad 2024 (IMO2024) is a charitable programme of Purposeful Ventures, a charity registered in England and Wales with charity number 1204622. For the remainder of this policy, we will refer to IMO2024.

The majority of the people organising and administering IMO2024 are volunteers. It is essential that we treat one another with courtesy and respect. The IMO is an extremely intense experience for contestants. Try to be good humoured yourself, and support anyone who seems to need it.

As a volunteer for IMO2024, we expect you to uphold the highest standards of behaviour and professionalism (including the safeguarding of contestants). You are expected to act in a manner that reflects positively on the competition, its organisers, and the other volunteers. Please read and abide by the following Code of Conduct:

1. Respect and Inclusivity

- 1.1. Treat all participants and volunteers with respect and dignity, regardless of their gender, race, ethnicity, religion, sexual orientation, or any other characteristic.
- 1.2. Use inclusive language and behaviour, avoiding any offensive or derogatory comments or actions.
- 1.3. Be aware that for many participants English will not be their main language. Care needs to be taken to ensure that communication is effective.
- 1.4. Report any instances of discrimination, harassment, or bullying to your Head of Section.

2. Professionalism

- 2.1. Act professionally at all times, maintaining a positive and helpful attitude.
- 2.2. During the competition, dress appropriately at all times and wear your lanyard and IMO shirt whenever you are on duty.
- 2.3. Maintain confidentiality regarding any sensitive or personal information you may come across during the competition.

3. Safety and Security

- 3.1. Follow all safety and security guidelines provided by the organisers.
- 3.2. Report any safety hazards or security concerns immediately to your Head of Section.
- 3.3. Do not engage in any behaviour that puts yourself or others at risk.

4. Responsibility

- 4.1. Be punctual and fulfil all duties assigned to you to the best of your ability.
- 4.2. Be reliable and accountable, communicating any changes or issues to your Head of Section.

The International Mathematical Olympiad 2024 in the United Kingdom

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Registered address: IMO 2024, c/o Purposeful Ventures, The Yellow Building, 1 Nicholas Road, London, W11 4AN, UK

- 4.3. Do not consume alcohol or drugs during your volunteer shift.
- 4.4. Do not engage in any illegal behaviours whilst resident at the IMO.

5. Media (Including Social Media)

- 5.1. Maintain a professional demeanour on all social media platforms when representing or posting about IMO2024. Do not post anything that could reflect poorly on the organisation, including offensive or discriminatory language, or negative comments about other volunteers, staff, or participants.
- 5.2. Do not use IMO2024's or XTX Markets' brand, name, or logo to endorse any products, services, or political views on your social media profiles or elsewhere.
- 5.3. Official comments about IMO2024 may only be given by the Director of Media Relations. If approached for comment on IMO2024 or any volunteers or participants, you must refer the request to the Director of Media Relations or a member of the board.
- 5.4. Do not comment on XTX Markets in any public forum.

6. Safeguarding

- 6.1. Ensure the safety and welfare of all participants, especially minors, at all times.
- 6.2. Report any concerns or suspicions of child abuse or neglect to your Head of Section (or higher authority).
- 6.3. Do not engage in any behaviour that could be construed as grooming or exploitation of participants.
- 6.4. Volunteers must not engage, or attempt to engage, in any form of sexual relationship with any of the competitors.
- 6.5. Before the event, safeguarding training will be provided. The guidance given in that training must be followed during the competition.

7. Conflict Resolution

- 7.1. Approach conflicts or disagreements with an open mind and a willingness to listen to all sides.
- 7.2. Seek mediation or assistance from the appropriate authority if needed to resolve conflicts.
- 7.3. Do not engage in any physical or verbal altercations.

By agreeing to volunteer for IMO2024, you acknowledge that you have read and will abide by this Code of Conduct. Any violation of this Code of Conduct may result in disciplinary action, up to and including revocation of your volunteer status.