



# Know Your Rights – Quick Guide (EU Overview)

## As a volunteer with a disability, your rights include:

- ❖ **Equality and Non-Discrimination:** You must be treated equally and fairly, without discrimination based on your disability.
- ❖ **Accessibility:** You have the right to accessible volunteering environments, including physical spaces, online materials, and communication.
- ❖ **Reasonable Adjustments:** You can request modifications or adjustments to your volunteer role/tasks, environment, or schedules to ensure equal participation.
- ❖ **Privacy and Confidentiality:** You have the right to privacy regarding your disability or medical conditions.
- ❖ **Informed Consent:** You have the right to clear and understandable information about volunteering roles/tasks, expectations, and conditions.
- ❖ **Safety and Protection:** You should volunteer in safe conditions and be protected from exploitation, harassment, and bullying.
- ❖ **Participation and Inclusion:** You have the right to be actively included in planning and decision-making processes related to your volunteering.
- ❖ **Support and Training:** You are entitled to proper training, support, and mentoring to carry out your volunteering role/tasks effectively.
- ❖ **Feedback and validation of learning outcomes:** You have the right to receive constructive feedback on your performance and to have the skills and experience gained through volunteering formally recognized or validated where possible.
- ❖ **Expenses and Insurance:** The organisation you volunteer with may offer to cover expenses, such as travel costs, and to cover you under an insurance policy for third-party liability if you accidentally cause damage or injury. Coverage may also apply if you become sick or injured while carrying out your volunteering experience.

## Legal Framework and Resources:

- ❖ **UN Convention on the Rights of Persons with Disabilities (CRPD)** – Global framework outlining disability rights.
- ❖ **EU Disability Strategy 2021–2030** – Sets out EU-wide goals for disability inclusion and rights.
- ❖ **European Accessibility Act** – Ensures accessible products, services, and environments across Europe.



- ❖ **Volunteering Charter: European Charter on the Rights and Responsibilities of Volunteers** - defines the principles, rights, and responsibilities ensuring fair, safe, and meaningful volunteering across Europe.
- ❖ **Local and National Laws:** Check your country's disability discrimination laws and volunteer rights.

#### **Steps if Your Rights Are Violated:**

1. Document the incident clearly, noting date, time, people involved, and what happened.
2. Raise your concerns directly with your volunteer coordinator or organisation.
3. If unresolved, submit a written formal complaint using your organisation's grievance procedure.
4. Seek external support from local disability advocacy groups or legal advisory services if necessary.