



IAS 2025

IAS 2025 VOLUNTEER POLICY

By submitting this application form to IAS – the International AIDS Society – the volunteer understands and accepts the IAS 2025 volunteer policy governing their participation in IAS 2025, the 13th IAS Conference on HIV Science.

IAS values and principles of conference participation

By volunteering at IAS 2025, volunteers commit to behaving in compliance with [the IAS values](#) and the [principles of participation in our conferences](#).

Volunteers' code of conduct

Attitude

Volunteers are expected to act in a professional and respectful manner at all times. Aggressive, domineering and oppressive behaviour is not accepted and must be immediately reported to the IAS 2025 Volunteers team or the volunteer supervisor.

People under the influence of drugs or alcohol will not be permitted to volunteer and will be asked to leave immediately. Any suspicion of substance abuse should be promptly reported to the IAS 2025 Volunteers team.

Attendance

The IAS 2025 Volunteers team proposes working times, which volunteers confirm individually before the conference. The volunteers commit to attending the kick-off meeting, activity training and venue walkthrough organized by the IAS. On arrival at the venue, volunteers must first check in by scanning their badge at the volunteer centre. Volunteers must notify the IAS 2025 Volunteers team of any absences as soon as possible so that alternative arrangements can be made. Regular lateness or unnotified absences may result in dismissal from the Volunteer Programme.

Teamwork

Cooperation and teamwork among volunteers, IAS staff, suppliers and other parties involved in the conference are required and encouraged.



Uniforms and badges

All volunteers are given a volunteer T-shirt, and they must wear it when they are performing volunteer duties. The branding on the T-shirt must not be covered. When volunteers are present in the venue but not on volunteer duty (attending conference sessions, for example), they are not allowed to wear the IAS 2025 volunteer T-shirt.

Volunteers must wear their volunteer badges at all times, whether they are on duty or attending a session. The badge QR code must not be covered. The volunteer must inform the IAS 2025 Volunteers team immediately if their badge is lost.

Representation of the conference to the media or other third parties

Volunteers will not represent the event in any circumstance unless otherwise agreed. This includes statements to the media, joint initiatives with other organizations, and agreements involving contractual or financial obligations.

Confidentiality

All information that the volunteer has obtained during their involvement at IAS 2025, as well as any information related to the conference business or that of others with whom we have dealings of any sort and which is not made public, is confidential. The volunteer shall not at any time, before or after the end of their involvement, disclose such information to any person without the written consent of the IAS. Volunteers are expected to exercise care, keep any documents or other material containing confidential information safe, and return any such material in their possession at the end of their volunteer involvement or at any other time upon demand.

Ending of the volunteer participation

Volunteers who do not adhere to the conference policies and procedures may be asked to leave. Grounds for dismissal include:

- Gross misconduct, theft
- Being under the influence of drugs or alcohol
- Misuse of equipment and materials
- Abuse of suppliers and co-workers
- Breaches of confidentiality
- Failure to abide by policies and procedures
- Regular lateness or unnotified absence

If a volunteer is deemed to have behaved with detriment to the conference and its reputation or to the health and safety of others involved in the event, the IAS 2025 Volunteers team reserves the right to end its relationship with the volunteer immediately.

**Personal property**

We strongly advise that volunteers do not bring any valuables to the conference. The IAS does not accept responsibility for any personal property belonging to volunteers.

Insurance

The IAS provides liability insurance to cover all volunteers while active on their volunteer shifts inside the venue. However, the IAS insurance does not cover volunteers when travelling to Kigali or coming to the venue or when they are outside of their volunteer shifts, attending sessions or outside the venue. Volunteers must ensure that they are covered by their own liability insurance for all of these situations.

Image rights

By volunteering for IAS 2025, the volunteer grants permission for photos and/or videos of themselves taken during their activities to be distributed on the internet, in printed material and other media, and therefore be available to the general public. The IAS 2025 volunteer acknowledges that the IAS will hold the copyright for all photos or other media of them. This copyright includes without limitation any and all rights to include the work in this and any future publications of the IAS in any format or media. The volunteer waives all rights to compensation for these photographs, regardless of how they are displayed.

Data privacy policy

Personal data collected will be kept confidential and used only for the purpose of organizing IAS 2025. Volunteers can ask for their personal data to be deleted at any time by contacting the IAS 2025 Volunteers team at volunteers@ias2025.org.