

**31ST GENEVA
INTERNATIONAL
FILM FESTIVAL**

**BEYOND
CINEMA**

**31.10-09.11.2025
GIFF.CH**

VOLUNTEER CHARTER

GIFF GENEVA
INTERNATIONAL
FILM FESTIVAL
BEYOND CINEMA

GDM GENEVA DIGITAL
MARKET
THE SWISS EVENT
FOR AUDIOVISUAL
INNOVATION

VOLUNTEER CHARTER

For over thirty years, the Geneva International Film Festival (GIFF) has brought Geneva to life with the rhythm of cinema, series, and immersive arts. A pioneer in its openness to television and new audiovisual forms, it has become a space of experimentation where creators, professionals, and audiences from around the world come together.

While the festival has been nurturing Geneva's cinephile spirit for over three decades, it is above all thanks to the generosity and enthusiasm of those who bring it to life every day: its volunteers. Each year, nearly 300 people join us to welcome audiences, support the organization, and contribute to the success of this event. Their dedication is invaluable, and without them, GIFF simply would not be possible.

This charter aims to establish the foundations of our collaboration and to reflect the spirit of the festival: conviviality, curiosity, openness, and commitment. By joining our team, you become not only an active participant in the event but also an ambassador of a project that celebrates creativity and innovation.

It also formalizes the mutual commitments between GIFF and each volunteer, ensuring that your experience at the festival takes place under the best possible conditions.

GIFF COMMITS TO:

- Thank you for your commitment – we wish to recognize your contribution by offering appropriate benefits in return for your tasks. Your participation grants you a volunteer accreditation, which gives you access to all GIFF screenings as well as GDM conferences, along with many other advantages;
- Support you as you begin your role in your assigned sector;
- Provide you with a pleasant working environment and ensure your well-being during the festival;
- Comply with laws regarding the protection of minors;
- Provide you with a volunteer certificate (upon request);
- Intervene in cases of harassment, discrimination, or any behavior that may make you feel uncomfortable, as well as in any conflict that may arise, particularly between coordinators and volunteers.

VOLUNTEERS COMMIT TO:

- Be punctual and reliable for all assignments;
- Refer to their coordinator for any decision or issue encountered during their service;
- Inform, in advance (except in cases of force majeure), of any changes to assigned schedules;
- Uphold the values of the festival such as respect, kindness, inclusion, tolerance, and openness. Any sexist, homophobic, transphobic, or discriminatory behavior will not be tolerated;

- Adopt an exemplary and responsible attitude, refraining from consuming alcohol or other harmful substances during service, and demonstrating calm, kindness, and availability toward all audiences;
- Be covered by accident insurance (LAA);
- Enjoy GIFF and all its activities!

In case of non-compliance with one or more points of this charter, GIFF reserves the right to terminate its collaboration with the volunteer, with immediate effect, and to deny them access to the festival depending on the severity of the breach.

IMAGE RIGHTS:

The official team of photographers and videographers covers all GIFF events. Unless otherwise notified by you, and excluding exclusive images, photos and video excerpts may be used across all of our communication platforms.

PROTECTION OF INTEGRITY:

Everyone must be able to thrive and feel safe in their workplace. The festival should be a space for dialogue and the exchange of ideas, within a context of open-mindedness, respect, and tolerance. Any violation of personal integrity is harmful to well-being and poses a risk to the health of the individuals concerned, as well as to collaboration within the festival. Such behavior will therefore not be tolerated at GIFF. This rule applies in particular to: harassment, bullying, psychological abuse, sexual harassment, discrimination, and pressure to consume alcohol or other harmful substances.

On behalf of the entire GIFF team, thank you for living this adventure with us!