



Team26 Charter

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VOLUNTEER CHARTER FOR THE OLYMPIC AND PARALYMPIC WINTER GAMES MILANO CORTINA 2026

Fondazione Milano Cortina 2026 (**Fondazione**), established 9 December 2019, is responsible, under the agreement signed 24 June 2019 in Lausanne (the **Olympic Host Contract**), for all activities relating to the organisation, promotion, and communication of sporting and cultural events in connection with the hosting of the Olympic and Paralympic Winter Games Milano Cortina 2026 (**Milano Cortina 2026** or the **Event**).

In connection with the organisation of Milano Cortina 2026, Fondazione promotes the Volunteers Programme for the Olympic and Paralympic Winter Games Milano Cortina 2026 (**Team26**, also known as the **Volunteers Programme**) to bring people closer to the world of sport by contributing personally to the realisation of the Event.

Volunteers (as defined below) play a fundamental role, working in direct contact with participants, athletes, delegations, spectators, media, and many other stakeholders. As ambassadors for Olympic and Paralympic values, they contribute to the public image of the Winter Games and the host territories.

Participation in Team26 is open to anyone who, out of interest and passion, wishes to be a part of it. We promote a culture based on inclusion, integration and equality, condemning all discrimination.

Selection will be based on transparent and consistent criteria, with the aim of involving people of all ages, genders, and backgrounds in the programme, giving special attention to gender equality, dialogue between different generations and inclusion of people with disabilities. For this reason, emphasis is placed on the accessibility of the programme at all stages, from selection to Event.

Our goal is to offer the best possible experience, which will not only represent an opportunity for personal growth and to acquire new skills but, above all, an opportunity for broader change and exchange at the core of a social, territorial, and cultural transformation.

Through sport, which boosts individual and collective development, volunteers will get the opportunity to positively influence their communities and future generations, helping to fuel the sports-volunteering movement.

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The Charter for the Volunteers Programme for the Olympic and Paralympic Winter Games Milano Cortina 2026 (the **Charter** or **Team26 Charter**), to be signed at the application stage, defines the basic criteria that apply to the selection, appointment and training of volunteers, and sets out the general principles of ethics and behaviour that will then become the subject of the agreement that governs the assignment of the relevant activities to each individual (the **Team26 Agreement**).

The Charter refers to and applies exclusively to the volunteers who support the organisation of Milano Cortina 2026 under the management of Fondazione and who will be able to contribute at the various operational stages at the venues that will host official competitions and Events.

Volunteers

Volunteers are individuals who willingly and freely undertake to cooperate personally, spontaneously and free of charge, without any profit motive, in the context of the preparation, organisation and/or implementation of Milano Cortina 2026, moved by the desire to participate, by solidarity and by a passion for sport. This means participating , from time to time, in the activities identified by Fondazione, with no obligation other than doing so in the spirit of participation.

The commitment expected of volunteers will only be limited in time, temporary, and exclusively related to Milano Cortina 2026. At the end of the Games or, in any case, at the termination of the Team26 Agreement, any relationship shall come to an end.

Embracing the Values of the Games

An essential prerequisite for participation in Team26 is embracing the Fundamental Principles of Olympism and the vision and values of the International Olympic Committee (IOC) and the International Paralympic Committee (IPC), as set out in the Olympic Charter, the IOC Code of Ethics, and the IPC Handbook, as well as [Fondazione's Code of Ethics](#) (Principles and Values of the Olympic Movement and the Paralympic Movement).

Fondazione is fully committed to ensuring that activities are carried out in compliance with health and safety regulations, as well as respecting the environment, human rights, and particularly people's dignity and will, and diversity in all its forms.

Failure to comply with the Principles and Values of the Olympic Movement and the Paralympic Movement will result in the breaking of the bond of solidarity between the volunteer and Fondazione.

Freedom of Engagement

Volunteers freely commit, on their own initiative and for participation purposes, to contribute for one or more periods as determined by Fondazione, with the possibility of renewal by mutual agreement.

Assignment to an area of activity will be decided in consideration of the needs, aspirations and availability expressed by the candidate: prior agreement between the candidate and Fondazione will always be required.

Participation in Team26 in no way precludes volunteers from being able to withdraw their availability at any time, for any reason, including during the period of activity to which they are assigned, without any consequences.

TEAM26 – VOLUNTEERS PROGRAMME

1 – Application and Selection Process

Applications should be submitted online via Fondazione's dedicated portal (the **Team26 Portal**). Fondazione reserves the right to set a deadline for the submission of applications and/or re-open applications for specific organisational needs.

To apply to Team26 and play a part in the realisation of Milano Cortina 2026, applicants must:

- be over 18 years of age by 1 November 2025;
- have basic knowledge of Italian and/or English;
- offer a minimum availability for participation based on the activity, to be agreed with Fondazione;
- have no criminal convictions, nor be in a state of interdiction, nor be subject to any disciplinary action; and
- read and accept this Charter.

Volunteers will also be required to hold all the necessary permissions to reside in Italy during the period of activity (e.g. visa).

Candidates who are still minors at the time of submitting their application will need authorisation from their parents or those exercising parental responsibility in accordance with the law.

When registering, applicants can express, among other things, their preference for activities and geographical area, as well as the period when they are able to volunteer. Possible preferences for areas of activity include: (i) welcoming, (ii) sports, (iii) organisation, (iv) languages. Candidates can also indicate any disability they may have and share specific requests for support.

In the case of a volunteer belonging to a specific group (e.g. partner, university, sports group, association, institution etc.), when applying, he/she may also communicate the appropriate affiliation code provided by the contact person of their group, so that their application can be then shared with the relevant group to ensure the best possible coordination.

The subsequent selection phase is carried out online or through group or individual selection meetings that can be scheduled and reserved on the Team26 Portal. Fondazione selects applications through a comparative evaluation procedure based on requirements, aptitudes, analysis of personal interests, motivational factors, and the timetable of activities compared to availability expressed during the application.

Any individual who meets the indicated general requirements may be selected at the sole discretion of Fondazione. Please note that the activities that will actually be carried out may differ from those initially discussed.

Fondazione recruits without any discrimination of gender, age, ethnicity, nationality, language, religion, political opinions, sexual orientation and gender identity, or personal and social conditions.

2 – Acceptance of application

Acceptance of the application will be communicated via the Team26 Portal. The message will indicate the deadline by which formal feedback must be received. Volunteers may accept the assignment upon receipt of the notice of acceptance of the candidature or at any point before the deadline indicated. In any case, if the selected person does not show any interest before this deadline, the role will be deemed rejected and the application will be forfeited.

In order to proceed, candidates will be asked to read and sign the Team26 Agreement and to accept the security checks (screening) in accordance with the relevant legal regulations established by the competent authorities. Failure to respond means that the volunteer will not receive accreditation and will not be able to participate in Milano Cortina 2026, even if they have already been recruited.

Fondazione commits to providing feedback on the outcome of the application or selection by the start date of Milano Cortina 2026.

At Fondazione's discretion, eligible applicants that haven't been involved yet may be offered to join a waiting list. Applicants may decide whether to join it. Please note that accepting to be included in this list will not be sufficient to qualify as a volunteer.

3 - Training Path

Fondazione provides the volunteers with all the necessary training to carry out activities safely and with confidence.

The training is delivered with a blended-learning approach, complementing face-to-face training with specific e-learning modules. The training includes:

- generic training;
- activity-specific training;
- venue-specific training, related to the venue in which the activity is carried out; and
- health and safety training.

Volunteers are invited to attend and complete training before the start of the activity. Failure to attend training modules indicated as prerequisites for participation will prohibit the volunteer from picking up their accreditation.

4 – Accreditation and Uniform Pick-Up

In order to carry out the assigned activities, the volunteer must collect their accreditation and the Milano Cortina 2026 official uniform, and acknowledge and sign the relevant usage policy.

The uniform serves as a distinctive symbol to be worn at all times during the activity. At the end of Milano Cortina 2026, volunteers are able to keep the uniform they used, as a unique souvenir of their participation in the Event.

5 – Venues and the Activities Calendar

Volunteers will make their contribution at all competition and training venues and other official sites of Milano Cortina 2026, including, but not limited to, Olympic and Paralympic Villages, airports, accreditation and uniform-distribution centres, transport hubs, etc.

The activities calendar varies according to the activities, location, and availability; it is time-limited and ensures adequate breaks and inactivity days.

Fondazione will communicate the plans and activities calendar to volunteers through the Team26 Portal and with reasonable notice, in alignment with the availability provided and agreed upon during the selection process. Fondazione undertakes to promptly notify in case of any changes to plans, calendar, and activity assignment.

Should the volunteer be unable to stick to this schedule, he/she may change his/her availability at any time by communicating accordingly.

6 – Communication

Throughout the whole process, from application to the potential fulfilment of their role, volunteers will receive updates and information from Fondazione through Team26's official tools, including, but not limited to, the portal's communications and news section, the live chat service and email assistance provided by the contact centre.

7 – Contact Person

The volunteers' activities during Milano Cortina 2026 will be coordinated and carried out under the supervision of a contact person appointed by Fondazione, who will be responsible for the functional area of activity in which the volunteers will offer their support.

Each volunteer will be informed of the identity of the relevant contact person.

8 – How to Perform Activities

Volunteers will exclusively carry out the activities indicated according to their role, to their received training and in coordination with a contact person.

There will be no assignment of activities that threaten the health, physical or moral integrity, or safety of volunteers or third parties.

Fondazione:

- will provide detailed information on the specific risks that exist in the environments in which each volunteer operates, and the prevention and emergency measures to be taken;
- will take appropriate measures to eliminate or reduce risks from interference between the volunteer's activities and any other activities; and
- will provide guidelines and instructions for correct behaviour, respecting sustainability, integrity, and personal freedom.

The participation of volunteers presupposes that the activities are carried out with the utmost diligence and in compliance with the instructions of Fondazione, with particular reference to those received during training.

In the event of a potential or actual issue, accident, anomaly, risk, offence, or violation in general, the volunteer is not obliged to take any action and have no liability in this respect, other than those laid down by law.

Where the principles set out in this Charter are violated, Fondazione may take appropriate measures towards the volunteer as it sees fit, including, where applicable, cancellation of accreditation and/or withdrawal of the provided uniform.

9 – Opportunities

Joining Team26 gives volunteers the opportunity to experience the Olympic and Paralympic Winter Games Milano Cortina 2026 with other people and expand their experiences through training for and participation in an international event.

For the duration of Milano Cortina 2026, volunteers will receive, depending on the duration of and type of assignment:

- official uniform and equipment;
- meals and drinks during the activity;
- public or organised transport during the activity days, depending on the the area; and/or
- complimentary gifts in varying numbers.

Similarly, in a different form and to a different extent, the above is also provided for those who agree to participate in activities prior to and in preparation for Milano Cortina 2026.

Participation in Team26 does not entitle the volunteer and/or her/his family, relatives, and friends to attend competitions or other initiatives promoted by Fondazione.

10 – Insurance

Fondazione ensures that Team26 members are adequately insured while carrying out their activities, through the most suitable insurance policies for personal injury caused by potential accidents to oneself, property, or third parties.

11 – Health and Safety

By virtue of the particular importance attached by Fondazione to the safety, psychological and physical integrity, and the wellbeing of all those involved in Milano Cortina 2026, Fondazione undertakes to ensure that all activities are carried out in compliance with the applicable safety and prevention regulations.

Therefore, attendance at specific health and safety training courses is a prerequisite for participation in the Volunteers Programme.

12 - Exclusions

Applicants who do not reside near the place of activity acknowledge that they will have to arrange their own travel and/or accommodation expenses and/or visa procedures, it being understood that Fondazione reserves the right to take such measures in the future as it deems most appropriate to ensure the success of Team26.

13 - Privacy

The selection process and the subsequent accreditation process involve the collection of information which, in accordance with EU Regulation No. 679/2016, represents personal data of the volunteers. For better coordination, it is possible that, in addition to personal details, information relating to, for example, health status and/or specific needs may be requested to allow the person to fully participate in Milano Cortina 2026.

Detailed information will be provided via the Team26 Portal.

14 - Confidentiality

The volunteer (or aspiring volunteer) undertakes to keep strictly confidential all information (in whatever format) of which he/she becomes aware of during the process and/or in the performance of services/activities, and to use it only for the purposes strictly related to his/her activities.

Each participant will take all necessary measures not to disclose or make available such information and will make every effort to prevent its disclosure to third parties (or the public).

Fondazione remains the owner of this information, and, upon written request, such information must be returned or destroyed by the volunteer (or aspiring volunteer).

15 - Miscellaneous

Aware of the imposed criminal sanctions in case of false declarations, falsity in documents and use of false documents, the volunteer guarantees that all the information provided in the application process and selection phase is true, accurate, up-to-date, and complete, confirming that he/she has not made any false or fraudulent statement or concealed any facts. The volunteer also acknowledges that Fondazione may verify this information at any time, including by requesting written proof of the information provided.

The volunteer must notify Fondazione if any of the above-mentioned requirements are no longer met before or during his/her activity.

Notwithstanding the above, Fondazione reserves the right to protect its interests and rights in a court of law.

The legislation and documentation referred to in this Charter, even if not physically annexed to it, form an integral and substantial part thereof, constituting a source of obligation and criteria for its interpretation.

The official language of the Charter is Italian. In case of inconsistencies or discrepancies with the English or German version, the Italian version shall prevail.

This Charter does not bind Fondazione to proceeding with the selection of the candidate or to the drawing up of the Team26 Agreement.

The Charter may be modified by Fondazione with updates to the text published on the official Milano Cortina 2026 channels.



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