



RESOLUTION

CODE OF CONDUCT OF THE EUROPEAN YOUTH FORUM

GENERAL ASSEMBLY/
CLUJ-NAPOCA, ROMANIA, 20-22 NOVEMBER 2014

The European Youth Forum adopts for itself the following Code of Conduct:

Preamble

The European Youth Forum does perceive as a founding value the respect for oneself and others, and promotes inside and outside the Platform a culture based on respect, dignity and equality to ensure full access and participation, reflecting the basic right of everyone to be heard.

For these reasons the European Youth Forum is committed to remove from its structure all the obstacles that may jeopardize full participation and may bring damage to the respect and dignity that is due to every person that volunteer or work in the platform, with particular reference to discrimination, sexual or emotional harassment, humiliation, prejudice, segregation, stereotype or violence.

Considering previous resolutions adopted by the Youth Forum¹, and wishing to promote and encourage full participation, equal opportunities and mutual respect between any individual participating in any online or offline YFJ activity; as well to ensure that external representatives of the Platform do always comply with the ethic standards that reflect the basic values of YFJ;

Article 1.

The overarching values in which this Code of Conduct is operating are enshrined in the European Convention of Human Rights whose all members accept the principles

Article 2. Aims and Objectives of the Code of Conduct

The main aim of this Code of Conduct is to ensure a safe, inclusive and conducive environment based on the values of equality and mutual respect; as well to promote the mutual respect and encourage full and democratic participation in all the bodies and events of the European Youth Forum, and to set a sign against discrimination, and violence in the youth movement, society and political institutions. This code does not preclude the organisation of meetings that are open only to members of specific discriminated groups in order to tackle the discrimination they face.

Article 3. Persons to whom this Code applies

This Code does apply to any individual participating in any offline or online activity of the Youth Forum or representing externally the European Youth Forum.

Article 4. Repeal of Discriminations and Violence

The European Youth Forum, advocating for fruitful cooperation among young people from all around Europe does reject and condemn any kind of violence and discrimination, as the ones based on:

- Age.
- Being pregnant or having a child.
- Being single, married, in a civil partnership or cohabitant.
- Citizenship.
- Disabilities or impairments of any kind.
- Education and socio-economic background.

¹ D96-311-e

- Ethics and values.
- Gender including sex, sexual orientation, gender identity or gender expression.
- Language.
- Literacy.
- Organisational backgrounds.
- Physical appearance.
- Political convictions or belonging to a Political Party or a Union.
- Race including colour, nationality, ethnic or national origin.
- Religion, belief, faith or non-belief.

Article 5 – Behaviours

The European Youth Forum requires that the behaviour of any individual participating in any offline or online activity of the Youth Forum or representing externally the YFJ must be coherent with the values aforementioned and promotes inside the Platform an inclusive atmosphere and an accessible environment while enforcing non violent communication and balanced facilitation. For the same reasons, the Youth Forum takes a zero tolerance approach to any kind of discrimination and violence including but not limited to bullying, degradation, harassment, verbal, non-verbal, physical or non-physical humiliation and intimidation.

Procedures

Article 6. Point of Contact

- For every activity except for the COMEM, Extraordinary General Assembly and General Assembly, the facilitator or trainer is the point of contact (PoC) to provide the general information and to follow the procedures as explained in Articles 6-12.
- During a COMEM, Extraordinary General Assembly or General Assembly, the co-chairs are the points of contact (PoC) to provide the general information and to follow the procedures as explained in Articles 6-12, in cooperation with the mediation group. The mediation group consists of persons that can be approached for any complaints to manage them. The mediation group is composed of:
 - The co-chairs
 - One trained member of the secretariat
- Any complaint or alleged issue regarding online or offline activity can be addressed anonymously or not via an online form, to be monitored by a trained member of the secretariat.

Article 7.

In the case of witnessing or having received a report of any written, non-verbal or verbal violent or discriminatory behaviour, conduct or discourse, the chair or facilitator of the meeting is required, on their best judgment, to, in successive order and depending on severity of the action:

1. Remind participants of their obligation to act in accordance with the code of conduct;

2. Engage in a one to one chat with the offender to make sure that there is an understanding of the reason of the inappropriate action;
3. Engage with the offender to explain and ask for an apology and/or retraction of the action;
4. Suspend the session and/or ask the offender to leave from the remainder of the meeting or event.
5. In case the chair or facilitator was also the person receiving the original complaint, the decision should when possible not be taken alone.

Article 8.

In the case of violent or discriminatory behaviour, conduct or discourse that is physical in nature, the chair or facilitator of the meeting is required to:

1. Immediately suspend the session, ensure that the venue is safe for all participants and all concerned parties are in discrete locations
2. Contact the police authority if necessary and possible according to the laws of the country.

Article 9.

Articles 6, 7 and 8 apply to both formal and informal settings. A formal setting is any part of the working programme of an event. Informal settings include any moment surrounding the working programme, including but not limited to social events and online communications.

Article 10. Mediation in case of a violation of the code of conduct affecting any group present

If the code of conduct has been violated with respect to a group that is present, the procedure as described in Articles 6, 7 and 8 shall be applied. Any of the present members of the group shall have the right to demand an excuse and/or a mediation procedure as described above. The offended group also has the right to nominate one of its members to exclusively represent its interests in the mediation process.

Article 11. Mediation in case of a violation of the code of conduct affecting any group not present

If the code of conduct has been violated with respect to a group that is neither present nor has a representative nor a member of its own in the meeting during which the incident occurred, any member of the meeting can bring the incident to the point of contact who follows the process described in Articles 6, 7 and 8.

Article 12. Privacy

In order to protect the privacy of the concerned persons, all mediators and other persons involved in a mediation process are bound to silence, except if any legal procedure requires it or for the safety of the individual, and discretion about any facts they come to know during the mediation process. The point of contact shall not disclose the identities of the parties concerned without prior consent.

Article 13. Legal steps

The above named regulation and mediation measures do not interfere with the harmed person's or harmed group's legal rights to bring legal action against the offender.