

# YEN's Code of Conduct

YEN is a youth organisation which works for the promotion and further development of language, culture, identity and rights of European autochthonous, national, linguistic and ethnic minorities. YEN's advocacy aims at maintaining this cultural heritage and promotes general understanding among nations and individuals. This Code of Conduct aims to support YEN's work and applies to all participants, board and team members at YEN events (physical and online) or representing YEN externally. It aims to frame the values we work for and describe how we want to interact and exclude behaviours we do not tolerate.

YEN is against racism, discrimination, and assimilation of any kind of minority and, as a matter of principle, it is opposed to violence in whatsoever form.

To achieve our goals YEN uses a variety of activities. A main element of our work is implementing international youth exchanges, international seminars, congresses, workshops, cultural and social events. We believe that intercultural exchange is a key to achieving greater understanding and to empowering young people from minorities.

**During YEN events we want participants to freely express themselves, and to gain a greater understanding of the diversity amongst minorities in Europe.** We expect anyone joining our events to do so with an open mind and to treat everyone in a way that ensures respect, dignity, equality, and their right to participate. YEN does not accept any violence, degradation, bullying, harassment (sexual or any other form), humiliation, and disrespect, whether they are in a verbal or non-verbal, physical, and non-physical form.

**YEN does not tolerate and condemns any kind of discrimination or judgemental behaviour regarding ones:**

- nationality, ethnic, national origin
- culture
- language
- literacy & oral expression
- physical appearance
- gender identity and expression
- education & socio-economic background
- sexual orientation
- age
- religion, belief or non-belief
- political conviction
- ability and disability
- or any other grounds.

YEN takes these issues very seriously and therefore all participants and representatives are asked to accept YEN's Code of Conduct, thus respecting YEN's values and promoting an inclusive environment.

**In that way we expect a behaviour, which is open-minded, respectful, aware and kind. Everyone should:**

- give room to opinions which you may or may not share
- be aware of people's boundaries, abilities, needs and feelings, and act upon them
- be patient
- listen to each other
- communicate in a transparent and non-violent way
- not exclude others

- be non-judgmental
- not assume but second-guess your assumptions. Everyone has a different perspective, background, point of view, and capacity
- accept criticism and reflect on your own behaviour.

We believe that interactions based on these values can create an open and safe space for everybody.

## Contacts

If you ever experience or witness inappropriate behaviour that does not respect what is stated above, you can contact a YEN representative. For each event at least two qualified and approachable people will be designated as **contact persons**. Participants will be informed who these are at the beginning of each event. In selecting contact persons, we will try to ensure gender and age balance, different positions in YEN, and the event.

If you prefer you can also contact a **member of YEN Board or Office** present at the event.

If you want to report anything **anonymously, not in person or after an event**, you can do so using our online form. You can find the online form on our website (or use this link). Additionally, at each event, a QR Code leading you directly to the online form will be accessible in the common space which is monitored by the designated contact persons of each event and YENs Secretary General.

## Procedures in case of misbehaviour

In case of any witnessed or reported inappropriate behaviour (as described above) the organisers of the event and / or the named contact persons will (in a calm, thoughtful and rational way) be able to:

1. Remind participants of their obligation to act in accordance with the Code of Conduct.
2. Using their best judgment deliberate and act upon the Code of Conduct and depending on the severity of the misbehaviour apply these steps as necessary:
  - to ask for an apology and/or retraction of the action
  - to ask the offender to leave the meeting, event, facilities
  - to ban one or more persons for a certain amount of time from any future YEN events, depending on the gravity of the behaviour and therefore document the breach for YEN internally
  - contact the sending organisation of the person who acted against the Code of Conduct in order to inform them about the incident
  - to immediately suspend the session, ensuring safety for all concerned parties and participants
  - contact the authorities according to the laws of the country.

## Privacy

The privacy and identity of the concerned persons shall be protected. Therefore, contact persons and the organisers of the event are bound to discretion concerning information related to the situation. An exception can be made if it is for the safety of individuals, any legal procedure or after consent from the concerned persons.

## Legally

Any harmed person has the individual right to take legal action.

Unanimously approved by the YEN General Assembly 2023 in Oberwart/Borta, Austria.