

Online Code of Conduct

Updated 2022

The Code is guided by the Internal Rules of Procedure (IRP), which always supersedes the Code, namely 8.4 Annex 4: Safer Spaces and the subsequent 8.4.1 Safer Spaces Policy and 8.4.2 Anti sexual harassment protocol. The Code complements and supplements Annex 4 with regards to standards for digital communication channels.

2. Standards

2.1. Respect!

2.1.1. Anti-discrimination: FYEG has a zero-tolerance policy for any kind of discrimination, even though we acknowledge that there can be different levels in a breach of a safe space.

2.1.2. Anti-abuse and harassment: FYEG has a zero-tolerance policy for any kind of abuse or harassment, even though we acknowledge that there can be different levels in a breach of a safe space. If necessary, the Anti sexual harassment protocol (IRP 8.4.2) will be activated.

2.2. Freedom of expression!

2.2.1. Freedom of expression: The right to freedom of thought, conscience, and belief of members should be respected insofar it does not breach 2.1.

2.2.2. Good faith: Members should approach each other with trust and from the starting point that they communicate with good intentions.

2.2.3. Civility: Members should engage each other with tolerance, consideration, respect, and civility, taking careful note of their tone and words used.

2.2.4. No assumptions: Members should avoid assuming the opinions and identifications of others.

2.3. Inclusion!

2.3.1. Be aware of privileges: Members should be aware of their privileges and think about how their words, opinions and feelings are influenced and who they might exclude or harm.

2.3.2. Respect space used: Members should be aware to not dominate spaces. Special attention goes to:

2.3.2.1. Male members to avoid dominating spaces over women, trans, or genderqueer members;

2.3.2.2. White members to avoid dominating spaces over members of colour, members belonging to a national or ethnic minority, and members with a migrant or refugee background;

2.3.2.3. Members from Western Europe to avoid dominating spaces over Eastern European members;

2.3.2.4. Abled members to avoid dominating spaces for disabled members.

2.3.3. Be aware of sensitivities: Members should warn others, such as via a content warning, before sharing shocking or violent content such as images or news.

2.3.4. Openness: Members should listen and reflect on what they are saying if called out, even if the other may be wrong, and avoid absolving themselves of responsibility.

2.3.5. Inclusive use of language: Members should use accessible, clear, and uncomplicated language especially when non-native speakers are involved in the discussion.

3. Implementation and complaints procedure

3.1. Implementation procedure

3.1.1. The Code is implemented in FYEG digital communication channels.

3.1.2. Designated members of the EC are ultimately in charge of the enforcement of the Code.

3.1.2.1. Do you have a question regarding the Code? Contact the EC members responsible. 3.1.2.2. Do you want to report a breach of the Code? Refer to the procedure in 3.2.

3.1.4. In other groups, all members should pay attention to ensuring a safe space for communication

3.2. Complaints and enforcement procedure

3.2.1. Has there been a breach of the Code? Members may notify the EC members responsible of this and provide evidence (such as a screenshot) of the offending statement.

3.2.2. As outlined in 3.1.3., the EC members responsible may also directly take action against an offender in channels they actively moderate, namely the FYEG Telegram group.

3.2.3. Where necessary, the EC members responsible may involve the Secretary-General due to severity.

3.2.4. Where necessary, the EC members responsible may involve another EC member due to lived experiences. Members may also contact another EC member if they are more comfortable with another EC member handling their complaint due to its sensitivity and the member's lived experiences.

3.2.5. In the event of a breach of 2.1. (severe breaches):

3.2.5.1. The offender will privately receive a formal warning.

3.2.5.2. The offender will receive an opportunity to respond to this formal warning.

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3.2.5.5. In the event of a second breach, the offender will be immediately removed from the channel

3.2.6. In the event of a breach of 2.2. and 2.3. (minor or less severe breaches):

3.2.6.1. Depending on severity, the offender may receive an informal warning or a formal warning.

3.2.6.2. For formal warnings, steps 3.2.3.2 and onwards apply.

3.2.6.3. For informal warnings, consequent breaches may lead to a formal warning.

3.2.7. In the event of a breach of 2.1. with regards to sexual harassment, where necessary or requested by the complainant, the Anti sexual harassment protocol (IRP 8.4.2) will be activated. The 'designated person' will thus be the EC members responsible, or where necessary (3.2.4.), another EC member.

3.2.8. In the event of a breach of the Code by the EC members responsible or another EC member or member of the Office, members may notify the Secretary-General instead. The Code will be similarly enforced according to the procedure above.