



# Protocol Appendix E

2019

## PROTOCOL

# APPENDIX E: EGEA CODE OF CONDUCT

## INTRODUCTION

Keeping the Mission, Vision and Values of EGEA in mind, EGEA encourages the full participation of everyone and ensures respect and dignity to every person that is involved, any individual participating online or offline, as well as individuals representing EGEA externally. There is no room in EGEA for discrimination, sexual or emotional harassment, humiliation, exclusion or violence.

## PART I: GENERAL

### I.1. Context

The values of EGEA in which this Code of Conduct is operating are preserved in the European Convention of Human Rights and are accepted by every individual participating in any offline or online activity of EGEA or representing the Association externally.

### I.2. Aims and Objectives

The aims of this Code of Conduct are to ensure and promote a safe and inclusive environment based on the values of equality and mutual respect, as well as to encourage full participation for everyone in all entities, activities and bodies of EGEA.

### I.3. Persons to whom this Code of Conduct applies

This Code of Conduct applies to any individual participating in any offline or online activity of EGEA or representing EGEA externally.

### I.4. Legal status

This Code of Conduct shall secure an open and inclusive environment in EGEA. It shall stand as an encouragement and must not interfere with any legal rights of people involved.

## PART II: MORAL PRINCIPLES

### II.1. Standards of Behaviour

Based on the EGEA Mission, EGEA rejects any kind of violence and discrimination arising from but not limited to the following:

- Age,
- Being pregnant or having a child,
- Citizenship, EGEA region/entity,
- Disabilities or impairments of any kind,
- Education level, professional background,
- Experience and/or position in the Association,
- Ethics and values,
- Ethnic or national origin,
- Gender including sex, sexual orientation or gender identity,
- Language, literacy and (English) language skills,
- Lifestyle choices,
- Physical appearance,
- Political convictions,
- Relationship status,
- Religion, belief or non-belief,
- Socio-economic background.

### II.2. Behaviour

EGEA requires that the behaviour of any individual participating in any offline or online activity of EGEA or representing the Association externally must act according to the previously named values and promote an inclusive atmosphere as well as an accessible environment. There is no room for any kind of bullying, degradation, harassment, (non-) verbal or (non-) physical humiliation, intimidation or similar disrespectful actions.

### II.3. Personal Responsibility

Everyone is encouraged to reflect on social interactions, to communicate openly, to question the behaviour and well-being of themselves and others. Being under the influence of psychoactive substances, such as alcohol, is no excuse.

## PART III: REACTION

### III.1. Points of Contact

In case of any violation of the values in the Code of Conduct, everyone involved is encouraged to engage in dialogue and reach a common understanding. However, any complaints or questions caused by unacceptable behaviour, discrimination or discomfort can be addressed to the officials of EGEA (Regional Teams and Board of EGEA) and/or the organisers of the congress, event or other activity.

### III.2. Policy in severe or repeated cases

Severe cases of violation of the values in the Code of Conduct must be reported to the officials of EGEA. Officials of EGEA proceed to the best of their knowledge and belief.

In the case of violent, discriminatory or harassing behaviour of a physical nature at congresses, events or other activities, the organisers are required to:

1. Ensure that everyone is safe.
2. Contact the police if necessary according to the laws of the respective country.
3. Consider suspension from the congress, event or other activity.

In severe or repeated cases, the Board of EGEA is empowered to consider and implement the exclusion of the person in question from the Association.

### III.3. Privacy

People on site (directly or indirectly affected) can be informed of severe cases of violation of the values in the Code of Conduct, while strictly maintaining anonymity of the people involved. Any detailed information should only be given to people involved in the mediation process.