



Young European Socialists asbl

Rue du Trône 98
BE 1050 Brussels, Belgium
tel. +32 2 548 90 86
<http://www.youngsocialists.eu>

**YES Bureau meeting
hosted by Labour Youth Ireland
in Dublin, Ireland, from 24th to 26th May 2013**

Code of conduct for YES activities

1. All participants in YES activities have a right to a safe and comfortable space. This code of conduct regulates and protects this safe space: all member organisations are required to cooperate with its implementation and to inform and educate their members accordingly together with YES. At the beginning of every activity, YES will provide appropriate information (for the specific activity) about this code and its implementation.
2. Any acts of discrimination based on other participants' age, sex, gender, gender identity, gender expression, religious, ethnic or national background, sexual orientation, or physical or mental ability, are strictly forbidden.
3. Participants at YES events represent themselves and their organisations, not their countries. Participants have a right to participate without being targeted or attacked because of the actions of their states or governments.
4. No means no: do not engage in any sexual activities without obtaining explicit and informed consent of all persons involved or present at every step. Be aware that personal boundaries may be different for each person and are defined by themselves only: respecting them is absolutely necessary.
5. Be aware that some participants may be under age: act in accordance with any applicable laws and our values.
6. All forms of racism, sexism, homo- and transphobia, disability abuse and sexual harassment of any kind are absolutely intolerable in any situation, and especially at YES activities, and will result in immediate expulsion from the activity. In addition, committing these acts may entail criminal prosecution under the law. This not only includes physical violence, but already starts at inadequate behaviour or speech, or comments.
7. Excessive or irresponsible consumption of alcohol or any consumption of illegal drugs is forbidden. Being under the influence of alcohol or drugs is not an excuse for any violations of this code.
8. Persons experiencing or witnessing sexual harassment or racist, sexist or homo- or transphobic behaviour or disability abuse should not remain silent. Contact someone of your personal trust, your head of delegation (if applicable) or one of the trust persons designated at the activity. You can be absolutely sure you will be taken seriously: if you contact the trust persons, your privacy will be protected in as much as you require it.
9. The exhibition of national and regional symbols (including flags) is strictly prohibited: refusal to remove such symbols will result in expulsion from the activity. On the other hand, the inclusive symbols of our movement are most welcome.
10. Each activity has designated trust persons, who can be contacted if you experience or witness sexual harassment of any kind or any acts of racism, sexism, homo- or transphobia or disability abuse. Their names and contact details are posted at the venue and in the documents.
11. A zero tolerance policy is in force towards sexual harassment of any kind and any acts of racism, sexism, homo- and transphobia, as well as towards deliberate violations of

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the ban on national and regional symbols. Any persons committing such acts or behaviours may be immediately expelled from the activity: where necessary, YES and the hosting organisation will not hesitate to report offenders to the police and/or to instigate criminal prosecution. Member organisations whose delegates and participants violate this clause will be required to cooperate in their expulsion and asked to follow up on any incidents internally.

INTERNAL PROVISIONS

1. For each YES activity, the President and Secretary General, or where applicable the Management Team, will nominate an appropriate number of trust persons for the size of the activity, regionally balanced and including at least half women/trans*. The trust persons will be chosen for their experience in dealing with harassment, discrimination and awareness issues and will, as a body, be primarily responsible for the enforcement of this code. YES will build up a permanent pool of trust persons who will take part in activities. Their names and contact details will be made publicly available at the events.
2. Whenever an incident that may constitute a violation of this code is reported to any elected official or other participant, the report should be referred to one of the trust persons unless the person reporting it specifically requests otherwise. As a rule, the person reporting the incident should be put into contact with one of the trust persons. The trust persons will thoroughly investigate all incidents.
3. The trust persons will be required to disclose neither any details of the nature of incidents reported to them, nor the identity of any persons involved in them, outside their circle, other than by permission of all persons involved or where necessary in order to enforce this code. A trust person will not be involved in decisions regarding a member of their own delegation.
4. Where appropriate, the trust persons should initiate a process of dialogue with the person(s) accused of violations of this code about the incident, which should focus on education. If the person reporting the incident agrees, they may be included in this dialogue.
5. If the trust persons, as a body, consider it necessary to take further action regarding an incident or expel a person from the activity, they will draw up a detailed, written report of the incident and include their advice. The report will be submitted to the President and Secretary General, or if applicable the Management Team, for approval: if approved, the advice will be carried out. The President and Secretary General or the Management Team will not contact any of the persons involved directly, nor carry out any further investigations beyond the report of the trust persons.
6. Every expulsion of a person in accordance with this clause will be subject to an evaluation by the Control Commission after the activity: the Control Commission will consider the original trust persons' report and if necessary hear any parties involved (if they agree to be heard), and decide upon possible follow-up, which may or may not include training offered to member organisations, permanent or temporary exclusion of persons from all YES activities, financial penalties imposed upon member organisations deemed uncooperative with the enforcement of this code, or other measures it considers appropriate within the law and the YES Statutes.

Done at Dublin, Ireland, on 25th May 2013.

Thomas Maes, Secretary General.