

Code of Conduct

Youth of the European People's Party (YEPP)

1. Introduction

The Youth of the European People's Party (YEPP) is committed to upholding the highest standards of integrity, respect, and democratic values in all its activities. As a legally registered organization in Belgium operating across Europe and beyond, YEPP promotes political engagement, youth empowerment, and European cooperation. This Code of Conduct outlines the principles and expectations for all members, representatives, and participants in YEPP activities.

2. Core Principles

- **Personal Responsibility:** Individuals are accountable for their actions and their impact on others.
- **Respect and Integrity:** We treat others with dignity, avoid harmful behaviour, and communicate honestly.
- **Freedom and Democracy:** We encourage open, respectful debate and the free exchange of ideas.
- **Rule of Law and Accountability:** All members act within legal frameworks and respect the statutes of YEPP.

3. Expected Conduct

YEPP members and participants are expected to:

- Act professionally, honestly, and transparently.
- Foster an environment that is respectful, inclusive, and free from intimidation.
- Communicate constructively, addressing ideas rather than individuals.
- Be mindful of their role and how their behaviour may be perceived.
- Respect the dignity and privacy of all individuals.

4. Prohibited Conduct

YEPP enforces a zero-tolerance policy regarding:

- Any form of harassment, including sexual, verbal, or psychological.
- Physical aggression or threats.
- Any kind of discrimination.
- Abuse of position, particularly in interpersonal or professional relationships.
- The use of illegal substances during events.

5. Safeguarding Measures

YEPP is committed to preventing harm and ensuring the wellbeing of all participants.

- At least one safeguarding contact point shall be appointed at each YEPP event. These individuals are proposed by the YEPP Board and must be suitable and accessible to participants.
- Participants will be informed of the reporting procedure, including access to an **online incident reporting form**.

6. Reporting and Complaints

- All reports are sent directly to the Ethics Committee, which assesses the validity and seriousness of each case.
- The Ethics Committee investigates the matter in line with this Code and provides a recommendation to the YEPP Board.
- The anonymity of the reporting person is respected to the fullest extent possible.
- Based on the recommendation of the Ethics Committee, the YEPP Board may take appropriate action in accordance with the YEPP Statutes.
- In cases involving potential criminal conduct, relevant authorities may be notified.

7. Role of the Ethics Committee

- The Ethics Committee has an advisory role and consists of five members from Full Member organisations, elected by the Council for a two-year term, in line with Article 21 of the YEPP Statutes. Members cannot simultaneously serve on the YEPP Board.
- The Committee reviews safeguarding reports submitted through official channels, investigates each case, and submits findings and recommendations to the YEPP Board.
- It also investigates cases where one-third of the Board initiates a no-confidence motion against a Board Member.
- Investigations must be completed within four weeks. Recommendations are made by consensus or, if necessary, by simple majority.
- Committee members must recuse themselves from cases involving Board Members from their own organisation or where a conflict of interest exists.

8. Board Decision-Making on Ethics Recommendations

- Upon receiving a recommendation from the Ethics Committee, the YEPP Board shall review and decide on appropriate follow-up actions.
- The Board's decision must be transparent and in accordance with the YEPP Statutes.
- If the recommendation includes a proposed sanction against a Board Member, the matter must be presented to the Council, following the procedures defined in the Statutes. (CHANGE;SDM)

9. Amendments and Review

This Code of Conduct may be reviewed and amended by the YEPP Congress to ensure it remains relevant and effective. Members will be informed of any changes.

10. Conclusion

By being part of YEPP, members commit to upholding these principles and contributing to a respectful, democratic, and inclusive political environment. Together, we strengthen youth engagement and the future of Europe.