



**75<sup>TH</sup> EUROPEAN STUDENTS'  
UNION BOARD MEETING**  
MONTENEGRO

*EUROPEAN STUDENTS' UNION*  
**SEMINAR **COMBATING CHALLENGES**  
**IN HIGHER EDUCATION** *AND*  
*75<sup>TH</sup> BOARD MEETING***

November 25<sup>th</sup> – December 1<sup>st</sup>, 2018  
Budva, Montenegro

## Students' Parliament of the University of Montenegro

Dear unions and delegates,

It is an honor to welcome you on behalf of the Students' Parliament of the University of Montenegro (SPUM), and the Montenegrin student community we represent, to the 75th Board Meeting of the European Students' Union and the seminar *Combating Challenges in Higher Education*. We are happy to join efforts with the umbrella organisation of students in Europe – the European Students' Union- in order to host a memorable Board Meeting.

We are proud and pleased to be among the youngest hosts of the Board Meeting, as the SPUM became a full member of the European Students' Union only in 2016. At the same time, we have a responsibility and a serious task to set up an event which will provide excellent grounds for fruitful discussions and exchange of ideas, and represent a good source of knowledge and information.

The seminar *Combating Challenges in Higher Education* will cover different matters of

interest to both individual students and student organisations we are part of: new structures and developments within the Bologna Follow Up Group (BFUG), Policies on Social Dimension (SD), the European Students' Card, internal ESU matters, among other subjects affecting Higher Education at the European level. In a challenging time for students from across Europe, when we find ourselves dealing with education budget cuts, as well as with the rise of populism and the marketisation of higher education; we – students– must stand together and actively contribute to a better future in Europe.

We are looking forward to hosting you in our small, yet beautiful country!

**Sara Arianna, Danilo & Rajko**

on behalf of the Organising Committee



## The European Students' Union (ESU)

Dear Delegates of the BM75,

It is our pleasure to welcome you to the 75th Board Meeting of the European Students' Union, for the very first time taking place in Montenegro. The Students' Parliament of the University of Montenegro (SPUM) became a member of ESU only two years ago and is already hosting one of our statutory meetings. That is probably one of the youngest members hosting an ESU event in our history, which makes us even more happy to come to Budva.

The seminar titled "Combating Challenges in Higher Education" brings us to the core of the students' movement's responsibility - tackling problems that students face day by day. Throughout our time together during the seminar, we will be discussing many political issues together, including having a closer look at the problems that the Montenegrin students face in their education, as well as ensuring a thorough preparation for the Board Meeting.

The Board Meeting's agenda is really full. We will definitely be having some very fruitful discussions through your involvement when analysing the three political statements and the amendments to the Standing Orders. We need to be ready to take stark decisions on how we foresee the future of our organisa-

tion. Changes of the Standing Orders are important and they need to be exhaustively discussed before being decided upon. ESU is an organisation which sets standards of inclusion in the higher education sector. We need to be a credible organisation with the highest standards of accessibility and we sincerely hope that the changes we decide to make together will guarantee that ESU remains such an organisation. The statement on anti-discrimination is coming to light in a time when the tensions on the European campuses are rising, and we, as European students, need to continuously be at the forefront to ensure equal treatment for all.

All political documents we are going to consider are of the highest importance for the future of education in Europe. The internships statement, on which ESU has not really made a comprehensive policy recently, brings to light the discrepancy between those that are used effectively and are essentially a chance for applying the gained competencies in practice, and those that are often misused by companies as a source of cheap workforce. ESU needs to take a clear political stand in this regard. The European Parliament elections are a new opening in European politics.

In the recent five years, the political scene in Europe has changed drastically, and with new representatives, Parliament will definitely be steered in new directions. ESU must participate in this dialogue and needs a strong, political message to the European politicians. The policies made in the European Parliament affect not only the EU member states but rather impact the entire continent.

We are looking forward to seeing all of the delegates, especially the ones who are beginning their adventure with ESU, and all hacks, chairing team and all our guests in the beautiful country of Montenegro. ESU is making history with bringing all its members to one of the youngest countries in the world!

We are extremely grateful to the wonderful hosts from the Students' Parliament of the University of Montenegro! They put their whole effort in making sure that the Board Meeting will be a great and memorable event. We are going to see breathtaking pieces of this country and we are going to experience the legendary Montenegrin hospitality. Thank you, friends, from SPUM for all your work! It is going to be an exceptional pleasure for us to be in Montenegro!

We are looking forward to seeing you soon at the coast of the Adriatic Sea,

**Adam, Katrina and Robert**

ESU Presidency



## ABOUT THE HOSTS

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### STUDENTS' PARLIAMENT OF THE UNIVERSITY OF MONTENEGRO - SPUM

The Students' Parliament of the University of Montenegro (SPUM) is an umbrella organisation of students of the University of Montenegro. The SPUM is responsible for accurate representation and protection of rights of more than 20.000 students at the University of Montenegro. Moreover, through specific bodies, the SPUM activities often involve students from three private universities operating in Montenegro.

Through its daily work, the SPUM is dealing with students' problems and queries. We initiate desired changes of existing higher education-related legislature, implement programs and projects of students' interest, strengthen the higher education curriculum, provide students with access to the advice they need, promote international mobility and encourage students' engagement in scientific, cultural and sports activities to broaden their horizons. The SPUM's Assembly consists of 24 members that represent each faculty of the University of Montenegro.

The SPUM was established in accordance with the Law on Higher Education of Montenegro and the Statute of the University of Montenegro. At the national level, the SPUM is represented in the Council of Higher Education, and in various working groups in charge of drafting laws, strategies and action plans. At the level of the University of Montenegro, the SPUM representatives are involved in the work of the Senate of the University, the Executive Committee of the University, the Quality Assurance Committee, University's Court of Honor and other councils and bodies.

The SPUM has been the ESU's full member since the BM70 held in Bergen in 2016.

### EUROPEAN STUDENTS' UNION

The European Students' Union (ESU) is the umbrella organisation of 45 national unions of students (NUS) from 39 countries. The NUSs are open to all students in their respective country regardless of political persuasion, religion, ethnic or cultural origin, sexual orientation or social standing. The ESU members are also student-run, autonomous, and representative, and operate according to democratic principles. The aim of the ESU is to represent and promote the educational, social, economic and cultural interests of students at the European level towards all relevant bodies and in particular the European Union, Bologna Follow Up Group (BFUG), Council of Europe and UNESCO. Through its members, ESU represents almost 20 million students in Europe. The ESU's mission is to represent, defend and strengthen students' educational, democratic and political and social rights. The ESU will work for sustainable, accessible and high quality higher education in Europe. Since decisions concerning higher education are increasingly taken at the European level, the ESU's role as the only European-wide student platform is similarly growing.

- Bringing together, training and informing national student representatives on policy developments in higher education at the European level;
- Organising seminars, training, campaigns, and conferences relevant to students;
- Conducting European-wide research, partnership projects, and campaigns;
- Producing a variety of publications for students, policy-makers and higher education professionals.

# AGENDA

Note: Agenda may be subject to change.

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## **Sunday, Nov. 25** ARRIVAL DAY

Check-in at the hotel upon arrival. Lunch & dinner provided for those who arrive earlier.

## **Monday, Nov. 26** SEMINAR DAY 1

- 07:00** Breakfast
- 08:00** Departure. Visit to the Old Town Budva, the Old Town of Kotor, and HEIs in Kotor, followed by a Kotor Bay cruise.
- 14:00** Lunch
- 15:00** Parallel sessions: Presentation session on first I&M updated version / Session about BFUG new structures
- 16:00** Parallel Sessions: Financial Strategy/ European Parliament Elections Statement
- 16:45** Coffee Break
- 17:00** Parallel Sessions: Discussion on SD Policy / Presentation of proposed changes for ESU's elections
- 18:00** Gender Session
- 19:30** Dinner

## **Tuesday, Nov. 27** SEMINAR DAY 2

- 07:00** Breakfast
- 08:00** Sessions: BM Documents: Plan of Work/ Budget and Financial Report/ Internship Statement
- 09:00** Open Sessions
- 10:00** Coffee Break
- 10:15** Parallel Sessions: Session on European Students' Card / Session about membership and capacity building
- 11:15** Coffee Break
- 11:30** Sessions: BM Documents: Standing Orders/ General Activity report/ Anti-Discrimination
- 12:30** Lunch
- 13:30** Women's Meeting/ PLA for non-women on allyship
- 14:15** Session: SPUM as NUS of Montenegro: introduction
- 15:00** Session: The Bologna process challenges in Montenegrin Higher Education and its influence on students
- 17:00** Official Opening Ceremony  
Dinner hosted by the Prime Minister of Montenegro

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## **Wednesday, Nov. 28** BOARD MEETING DAY 1

<b>07:00</b>	Breakfast
<b>09:00</b>	BM for beginners
<b>10:00</b>	BM session 1
<b>13:00</b>	Lunch
<b>14:00</b>	BM session 2
<b>19:00</b>	Dinner
<b>20:00</b>	BM session 3

## **Thursday, Nov. 29** BOARD MEETING DAY 2

<b>7:00</b>	Breakfast
<b>9:00</b>	BM session 1
<b>13:00</b>	Lunch
<b>14:00</b>	BM session 2
<b>19:00</b>	Dinner
<b>20:00</b>	BM session 3

## **Friday, Nov. 30** BOARD MEETING DAY 3

<b>07:00</b>	Breakfast
<b>09:00</b>	BM session 1
<b>13:00</b>	Lunch
<b>14:00</b>	BM session 2
<b>19:00</b>	Dinner
<b>20:00</b>	Intercultural night

## **Saturday, Dec. 1** DEPARTURE DAY

<b>07:00</b>	Breakfast Departure after breakfast. For those who are staying in Montenegro, we provided transfer to Cetinje and Podgorica, an organised tour of the campus of the University of Montenegro and HEIs in Podgorica, and a discussion with students of Montenegro.
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## MONTENEGRO

On June 3, 2006, following the referendum held on 21 May 2006, Montenegro (name of the country in Montenegrin: Crna Gora) regained its independence. Spreading over 13.812 km<sup>2</sup> with a population of little more than 620,000 people, Montenegro represents one of the smallest countries in Europe and in the world. Regardless of its size, due to its natural and wild beauty, and both picturesque mountains and beautiful beaches – reachable within 3.5 hours from any point in the country – Montenegro attracts a high number of tourists every year.

Upon arrival, expect to encounter tall, good-looking people, known for their hospitality and humor! :)



Lovćen National Park with the Mausoleum of Petar II Petrović-Njegoš

## FUN FACTS

#1

The legendary English romantic poet Lord Byron once described our country in the following way: *At the birth of the planet the most beautiful encounter between land and sea must have been on the Montenegrin coast.*

#2

Montenegro got its name after dark mountain forests that cover the land. The name breaks down into two words, 'monte' and 'negro' (black, mountain), and dates back to the 15th century.

#3

About 60% of the country is more than 1000 meters above sea level, with the tallest peak – Bobotov Kuk in the Durmitor Mountain – at 2,522 meters.

#4

Montenegrins celebrate their national holiday on July 13, which is also known as the Statehood Day. We celebrate this day to commemorate July 13, 1878, a day when Montenegro was recognized as the 27th independent state in the world by the Berlin Congress.

#5

Podgorica is the capital and largest city of the country. The city is Montenegro's administrative, economic, cultural and educational center.

#6

Montenegro is a small country with a population of fewer than one million people (644,578, July 2016 est.). However, the country shows major economic potential, especially from its tourism industry.

#7

It is customary for visiting guests to bring a bottle of wine and a box of coffee when invited by someone for a meal or celebration.

#8

The monastery of Ostrog is one of the most visited shrines in the Christian world. It is carved in rocks and was founded in the 17th century by Saint Basil (Sv. Vasilije).

#9

Lake Skadar is the largest in the Balkan region, with two-thirds lying in Montenegro and the remainder in Albania. It is one of the largest bird reserves in Europe (267 bird species) and a home to 40 species of fish. Dalmatian pelican (*Pelecanus crispus*) can no longer be found anywhere on the European continent except in the Skadar Lake.

#10

The country has 117 beaches along the Adriatic coast, where live around 116 species of crabs and shells.

#11

Montenegrin kitchen is diverse, but necessarily containing meat, cheese, and bread!

#12

The story says that Montenegrin people like to rest and drink tons of coffee. :)

## ACCOMMODATION AND VENUE

You will be accommodated and all the BM and seminar activities will take place in the Hotel Palas, located in the Municipality of Budva (the settlement of Petrovac). The small settlement of Petrovac is characterized by a mild Mediterranean climate with almost 300 sunny days per year. Numerous bays, long beaches, and small sandy coves are embedded in this part of the Adriatic. It is an hour away from Ulcinj, the oldest architectural and urban unit in the Adriatic, with a 13 km long sandy beach; the old Mediterranean port of Kotor, a well preserved and UNESCO protected area; Tivat, a city of sun, sea, and lonely ravines, hosting marina for luxury yachts (Porto Montenegro); Cetinje, the old royal capital; and Podgorica, the current capital of Montenegro. Within Petrovac, everything is reachable on foot, and the place is well-connected with other cities in the country (by a car or a bus).



View of the sea from the hotel Palas

## HOTEL PALAS

The Hotel Palas 4 plus \* is located in a cove of the Petrovac Bay, from which you can observe the landmarks of this small place, the island of Katic and the island of Sveta Nedjelja, which make the location even more appealing. Built in 1983, Hotel Palas was completely rebuilt in 2011 to encompass some new hotel facilities and a wellness & spa center.

WiFi: Available in the hotel. When you enter your room, you can access your own Wi-Fi (turn on your TV to obtain the password).

Arrival: after 12.00h

Departure: before 10.00h



Old Town of Budva

## BUDVA

Budva is a Montenegrin town on the Adriatic Sea, with around 14,000 inhabitants. The coastal area around Budva – the Budva Riviera – is the center of Montenegrin tourism, known for its well-preserved medieval city, sandy beaches and diverse nightlife. Budva is 2,500 years old, which makes it one of the oldest settlements on the Adriatic coast. Tourism is the main driver of the economy of Budva, as it represents a top tourist destination on the eastern Adriatic and by far the most popular in Montenegro.

## TRANSPORT

Golubovci (Podgorica) Airport is 46 km away from Petrovac. Tivat Airport is 39 km away from Petrovac. We will organise the transport from airports to the hotel and back, for those arriving on 25th November and leaving on 1st-2nd December. Parking place will be provided for those who arrive by car.

On December 1st, the SPUM will organise a transfer for all interested delegates from the hotel to Cetinje, where we will visit three HEIs (Music Academy, Faculty of Dramatic Arts, Faculty of Fine Arts) and take a walk around the Old Royal Capital of Montenegro. Afterward, we will travel to Podgorica, the capital of Montenegro, to pay a visit to the campus of the University of Montenegro and HEIs and have a discussion with Montenegrin students.

For those spending an additional night (Saturday) in Podgorica, we will organise a night out!

## ACCOMODATION IN PODGORICA

In order to help you with your search of accommodation in Podgorica, we have narrowed down our suggestions to two most affordable options:

### #1 HOTEL "AMBIENTE" AND HOTEL "PHILIA"

- 18 EUR per person, breakfast included
- 950m distance from the University of Montenegro Campus

CONTACT: [reservation@hotelambiente.me](mailto:reservation@hotelambiente.me) | <http://www.hotelambiente.me/>

### #2 CRNOGORSKA KUĆA – THE MONTENEGRIN HOUSE

- 24.40 EUR single room
- 18.90 EUR/per person in double room, breakfast included
- 16.40 EUR/per person in triple room, breakfast included
- 15.15 EUR in the apartment for four people, breakfast included
- 11.40 EUR in the apartment for eight (8) people, breakfast included  
4 bedrooms, 2 bathrooms, 1 toilet, living room and kitchen available
- 2000m distance from the University of Montenegro Campus

CONTACT: [crnogorskakuca@gmail.com](mailto:crnogorskakuca@gmail.com) | <http://crnogorskakuca.me/>

### #3 HOTEL "LAGUNA"

- 17 EUR per person, breakfast included
- 2.7km distance from the University of Montenegro Campus

CONTACT: [info@hotel-laguna.me](mailto:info@hotel-laguna.me) | <http://www.hotel-laguna.me/>

If you would like to reserve a room in one of the above mentioned hotels, please, let us know (via [bm75@ucg.ac.me](mailto:bm75@ucg.ac.me)) before 20/11. Otherwise, you will not be able to use the group discount.

## GOOD TO KNOW!

\*Mobile Internet: The SPUM will provide you with Montenegrin SIM-cards and free unlimited internet data, so that you are reachable wherever you go. Thus, we suggest you to bring a dual-sim phone or an additional gadget.

#1 Alcohol is permitted at the age of 18 or older.

#2 Bars and restaurants usually have separate areas for smokers and non-smokers. Smoking is allowed everywhere outside.

- #3 The Montenegrin country code is +382. Time zone is CET.
- #4 The normal temperature in Budva in late November is around 12-13°C.
- #5 Cards are usually accepted everywhere. We use the euro.
- #6 Do not stop a taxi on the street. Contact someone from the organising team or ask at the reception and we will call it for you.

## EMERGENCY NUMBERS

**Police Department 122**

**Fire Department 123**

**Medical Department 124**

## SOME BASIC PHRASES IN MONTENEGRIN

HELLO ~~~~~	ZDRAVO
BYE ~~~~~	DOVIĐENJA
THANK YOU! ~~~~~	HVALA!
PLEASE ~~~~~	MOLIM
SORRY ~~~~~	IZVINI
HOW ARE YOU? ~~~~~	KAKO SI?
GOOD ~~~~~	DOBRO
HOW MUCH IS IT? ~~~~~	KOLIKO KOŠTA?
WHAT TIME IS IT? ~~~~~	KOLIKO JE SATI?
WHERE IS...? ~~~~~	GDJE JE...?
BEER, PLEASE ~~~~~	PIVO, MOLIM
THE BEST MONTENEGRIN BEER ~~~~~	NIKŠIČKO PIVO
THE BEST MONTENEGRIN WINE ~~~~~	PROCORDE PLANTAŽE (red wine)
	CHARDONNAY PLANTAŽE (white wine)
THE BEST MONTENEGRIN MEAT ~~~~~	PRŠUTA
TYPICAL STRONG MONTENEGRIN ALCOHOL ~~~~~	RAKIJA
ENJOY YOUR MEAL! ~~~~~	PRIJATNO!



Boka Kotorska Bay

## SOCIAL ACTIVITIES

\*Please note that the Social Activities Plan is subject to slight changes.

### 26 November:

The SPUM is taking you for a short walk around the Old Town of Budva, the Old Town of Kotor and Boka Kotorska Bay. If the weather conditions allow, we are going to have a cruise in the Bay, with lunch organised there.

**IMPORTANT NOTICE!** Please be in front of the bus before 8:00h, as it will leave at 8:00h sharp.

**27 November:** Official opening ceremony and dinner hosted by the Prime Minister of Montenegro for attendees of the BM75 starts at 17:00h. Please be punctual!  
Dress Code: Business Formal

**30 November:** Intercultural Night in the Hotel Palas. Don't forget to bring your local food/drinks!

**1 December:** Visit to HEIs in Cetinje and Podgorica and to the University of Montenegro and its campus. The transport will be organised by the SPUM.

## TRIP TO BOKA BAY, 26th of October

**08:00h** Meeting with the guide in front of hotel Palas

**08:15h** Departure to Tivat, Riva Pine

### TIVAT

Tivat is situated in the central part of the Bay of Boka at the foot of Vrmac (710m), the spur of Mount Lovcen, which extends to the North-West side of the town. At the opposite side, there is the largest of four bays forming the Bay of Boka, the Bay of Tivat. The coast of Tivat consists of attractive marinas, coves and numerous beaches with the surface of 30 000m<sup>2</sup>. Due to its position in the Bay of Boka, its coves, the peninsula of Prevlaka, the island of St. Mark and the well-known Plavi Horizonti Beach, Tivat represents one of the most attractive Montenegrin tourist destinations.

**09:15h** Welcome drink

Boarding on the Boat „LE COCHE D'EAU“, ([www.pariskotor.com](http://www.pariskotor.com))

**09:30h** Boka Bay Tour by Boat (the boat will sail from Pine, passing through the Tivat Bay to reach the island church, Our lady of the Rocks)

### BOKA BAY

Boka Bay is naturally divided into four smaller parts – the Bay of Herceg Novi, the Bay of Risan, the Bay of Kotor, and the Bay of Tivat. The small towns, as treasures of history, art and beauty, are strung like pearls on its coastline. Kotor is the old

coastal and cultural centre. For centuries, it has been a crossroad of commercial roads, built under the strong influence of Venice. It is protected by mountains that provide it with a strong defensive structure, built during the time of Byzantine Empire.

### **OUR LADY OF THE ROCKS**

According to a legend, after a shipwreck, fishermen from Perast found the icon of the Virgin Mary with Christ on the sea cliff and vowed to build a church on that spot, dedicated to the the Virgin Mary, the patron of seamen and fishermen. The interior of the church is adorned by a marble altar, built in 1796 by Antonio Capellano, a sculptor from Genova. It holds the famous icon of Gospa od Škrpjela, painted by the famous painter Lovro Dobričević, in the middle of the 15th century.

**12:00h** Lunch on the boat (fish menu, appetizer, dessert and drinks)

\*if someone doesn't eat fish, please, inform us in advance.

**13:00h** Departure to Kotor

### **KOTOR**

The process of the formation of the oldest urban core of Kotor started under the hill of St. John. The city is surrounded by city-walls, stretching to the river Skurda (300 meters long) on the North, and to the sea-shore and a submarine spring Gurdic on the South-West. The city is characterised by the irregular plan of city streets, considerably different of the typical rectangular grid of Roman streets.

**13:30h** Departure to Budva, visit to the old town



Aerial view of the Old Town of Budva

## BUDVA

Budva is the metropolis of the Montenegrin tourism. It owns it to the great number of beautiful beaches and hotels, which put Budva on the list of the most desirable tourist destinations.

Apart from its natural beauty, its bay islands and beaches, Budva is rich with historic monuments. Its Old Town lies on a small peninsula and represents a treasure chest of the Montenegrin culture heritage. Walking down the narrow streets and squares, walking through the Old Town of Budva, one can encounter many old stone buildings and small churches.

**14:30h** End of the Trip and return to the Hotel Palas by bus.

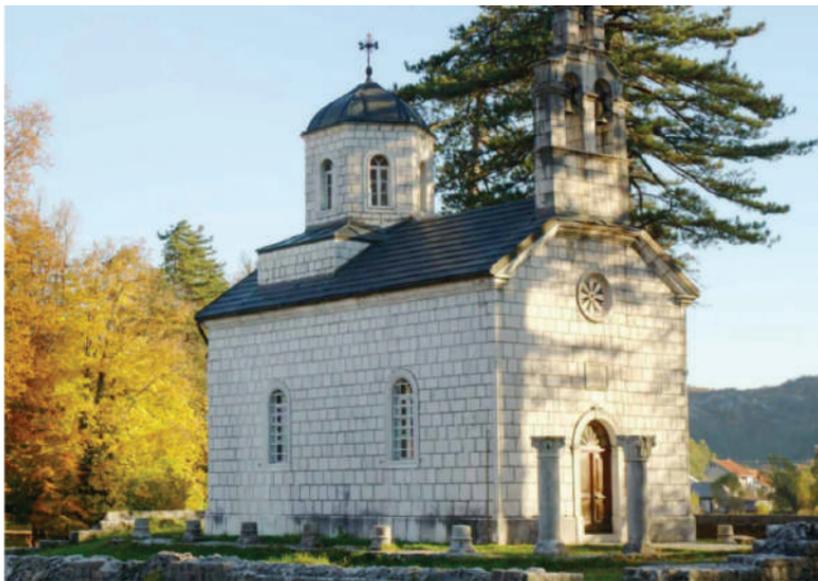
## TRIP TO THE OLD ROYAL CAPITAL CETINJE, 1st of December

**09:30** Departure from the hotel to Cetinje

**10:30** Arrival in Cetinje. Meeting with a local tour guide.

Tour of the Old Royal Capital: 2 HEIs, historic core of the Town, King Nikola's palace, historic museum, Cetinje monastery.

**12:30** Meeting with the major of the Old Royal Capital Cetinje  
Small Coctail (national dishes will be provided)



The Court Church of Ćipur, which was built by the last Montenegrin King Nikola I in 1890 and located in the Old Royal Capital of Cetinje

## CETINJE

Cetinje is the historic capital of Montenegro, where the official residence of the President of Montenegro is located. The city rests on a small karst plain surrounded by limestone mountains, including Mount Lovćen, the legendary mountain in Montenegrin historiography. Cetinje was founded in the 15th century and became a center of Montenegrin life and both a cradle of Montenegrin culture and an Orthodox religious center.

Intensive urban development of Cetinje started during the 19th century. Cetinje became a settlement characterized by urban style and eclectic architecture. The most significant cultural monuments in Cetinje Historic Core are the following: Cetinje Monastery with the Church of the Nativity of the Blessed Virgin Mary, the 'Biljarda' Castle, King Nikola's Palace, the remains of the Crnojevićs' Monastery at Ćipur, the Government House, the theatre building 'Zetski dom', the hospital 'Danilo I', the Heir to the Throne Danilo's Palace - Blue Palace, the Royal Chapel - Ćipur, the building of the English diplomatic mission to the former Kingdom of Montenegro (now the Music Academy of the University of Montenegro is situated there), the edifice of the French diplomatic mission to the former Kingdom of Montenegro, the Bishop Prince Danilo's Tomb at Eagle's rock, the building of the Russian diplomatic mission to the former Kingdom of Montenegro (now the Faculty of Fine Arts of the University of Montenegro is situated there), the edifice of the State Archives of Montenegro, the building of the Turkish diplomatic mission to the former Kingdom of Montenegro (now the Faculty of Drama Arts of the University of Montenegro is situated there), the building of the first Montenegrin bank etc.

- 13:00** Departure to Podgorica
- 13:40** Lunch
- 14:30** Short tour of the University of Montenegro

## PODGORICA

The University of Montenegro was founded in 1974 representing the oldest higher education institution in Montenegro. The University has over 20.000 students. It is the largest and the only comprehensive higher education institution in Montenegro and is comprised of nineteen faculties and two institutes of science. Since 2004, lessons and exams are organised in accordance with Bologna Declaration principles. The University is organised according to modern European universities. Its seat is in Podgorica, and units and study programs are also located in Nikšić, Cetinje, Kotor, Herceg Novi, Bar, Budva, Bijelo Polje and Berane.

- 15:00** Session HE in Montenegro from the perspective of QA policies
- 15:45** Coffee Break
- 16:00** Presentation of the UoM
- 16:45** Free Time
- 21:00** Optional: Night Out



The University of Montenegro Campus

## QUIZ

The Organising Team decided to encourage some competitive spirit!

Get ready to participate in the Montenegro Quiz and win valuable prizes! :)

Our team will provide you with brochures from which the questions will be created.

So, read it thoroughly :)

\* More information to come...

## CONTEST

• **THE BEST PHOTO CHALLENGE** (two best photos will win a prize)

• **THE BEST VIDEO CHALLENGE** (two best videos will win the prize)

The winners will be the BM attendees that publish a Montenegro-related photograph that gets the most likes, comments and shares of on Instagram and Facebook. The photo should represent your view on Montenegro and the experience you had during the stay!

The winners will be given a voucher for a long weekend in Montenegro (accommodation and food covered) provided by the National Tourism Organization and the Ministry of Sustainable Development and Tourism!



Kotor

## SOCIAL MEDIA

Website: <http://esubm75.ucg.ac.me/>  
Instagram: [@esubm75\\_Montenegro](https://www.instagram.com/esubm75_Montenegro)  
Facebook Group: [ESUBM75 – Communication – Montenegro](https://www.facebook.com/ESUBM75-Communication-Montenegro)  
Official Hashtag: [#ESUBM75\\_Montenegro](https://www.facebook.com/ESUBM75-Communication-Montenegro)

## IMPORTANT CONTACTS

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## CODE OF CONDUCT

### Preamble

Based on the principles of equality, accessibility and respect, that ESU has given itself and agreed upon by adopting this code of conduct at the Board Meeting 68 in Yerevan, Armenia, the representatives and participants on internal and external events are expected to adhere to the points detailed below. The purpose of this document is to have guidelines that prevent unwanted behavior in the organization and also determine the process to follow up on potential breaches. The participants of each event have to assure that they are aware of the code of conduct and behave according to it. The EC is responsible for promoting the code of conduct in an appropriate way in the beginning of each event.

### Participation rules

Actively engage in the organized activities during seminars, panel sessions and discussions as well attending all the organized sessions, meetings, discussions and debates. Respect the timeframes given by the organizers of the event. Respect the event's facilities and any rules associated with such use. Respect the environment and take care about their surroundings.

### General Believes

- Treat everyone equally irrespective of socio-economic background, ethnicity, gender, age, sexual orientation, religious beliefs, political views, reduced mobility, gender expression, disabilities or any other basis of discrimination, abstaining from any direct or indirect discrimination as well from any form of harassment.
- Do not make any inappropriate jokes or remarks, based on any discriminative grounds that cause people to feel uncomfortable or discriminated against.
- Behave and react towards their colleagues with respect.

Respect the different multicultural backgrounds of their colleagues and reflect on the own behavior.

- Proactively create an inclusive welcoming atmosphere for all of the participants, during both formal and informal parts of the event.
- Do not use demeaning or abusive language towards other participants

We are emphasizing herein that this list is not exhaustive and that the violations of the Ethical Guidelines might happen outside of the frames given by this Code of Conduct.

### Rules of Procedure

Depending on the gravity of the behavior, the EC in accordance with the ad hoc committee (see below) reserve the right to address the issue in the best way they see fit by applying one or more of the measures listed below through the set procedure.

### Active Legitimacy

Any of the participants witnessing the breach or the victim her/himself may report the matter to one of the two persons specifically entrusted to that role for that particular event. These are designated by the EC for every event and are bound to discretion towards the reported matters. The trusted persons need to be briefed by the equality coordinator before being assigned to be able to handle sensitive situations adequately. The two persons will be announced at the beginning of the event and should reflect the participants' diversity.

The person informed will immediately forward the information to the ESU Executive Committee and the Equality Coordinator. The person informed will immediately forward the information to the ESU Executive Committee and the Equality Coordinator. However, in case it was not the victim itself reporting the breach, the trusted persons must not forward any information before consulting the perceived victim.

### **The Acting Procedure**

Upon receiving the report, the EC has to set up an ad hoc committee balanced with regard to region, gender and other relevant parameters of three to five persons within 24 hours. The ad hoc committee is bound to discretion and obliged to handle the issue brought up with the utmost care.

The ad hoc committee is chosen by the EC including one representative of the EC, the Equality coordinator, and one representative from a member union. The ad hoc committee is chosen by the EC including one representative of the EC, the Equality coordinator and one representative from a member union not involved in the conflict. At least one member of the ad hoc committee will be of a different gender.

The ad hoc committee will immediately look into the report, consult the acting parties and bring a decision whether there has been a breach of the Code or not. If the ad hoc committee decides, there has been a breach of the Code, it will immediately decide upon enacting one of the below proposed measures, on their free estimation of the most appropriate reaction to the breach.

The decision making process within the committee needs to be unanimous.

If the situation requires it, the decision of the ad hoc committee will be read before the beginning of the next session of the event.

### **Measures**

- Spoken warning to the perpetrator in question
- Written warning to the perpetrator read before the beginning of the next session of the event in question - Removal of the perpetrator from the session/event in question
- Official ESU letter to the sending organization of the perpetrator
- Restriction of participation in future ESU events of the individual breaching the code.
- Allow the injured party (also if no individual was harmed) to make a statement before the next session

Any other measure not mentioned here, in agreement with the Executive Committee. No public action must be taken without the consent of the injured individual or party.

### **Right to Appeal**

If the perpetrator (or his/her NUS) in question, or the injured party, feels that the EC decision is wrongly based, whether on fact or principle, they must send in an appeal in writing to the EC or the trusted person within two hours. No action can be taken within that two hour period, unless there is a reason to protect the victim's person. Otherwise the objection has to be presented in writing to the EC or the trusted person within 12 hours. The EC then decides unanimously to revoke the decision or not or to propose an alternative sanction. If unanimity cannot be reached, the original sanction stays valid.

## OUR PARTNERS



**Pobjeda**



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