

Code of Conduct 101

In ESU, we aim to create engaging, diverse, and safe events. This document **outlines** the **expected behaviour** from participants at ESU events in line with ESU's full [Code of Conduct](#) and includes a visual **overview** of the different **procedures to report misconduct** and/or **receive support**. ESU requires everyone to cooperate in fostering a welcoming atmosphere, both formally and informally. Discrimination is viewed as a multi-dimensional issue, grounded in power imbalances and oppression. Harmful or discriminatory behaviour at ESU events as well as of ESU representatives outside of events is considered misconduct.

Expected behaviour

1. Integrity, boundaries, anti-discrimination, equality and inclusion

- Help ensure and actively foster a safe environment.
- Respect others' autonomy and boundaries, don't manipulate or harass others.
- Respect the dignity of all, especially considering diversity and equal opportunities.
- It is mandatory to respect others' preferences in how individuals wish to be addressed, personal space, appropriate topics of conversation and jokes. Do not pressure individuals into something they are not comfortable with, including pressuring or insistently offering alcohol and other substances to consume.
- Strictly prohibited: discrimination, harassment, demeaning, and bullying (be it on gender, sexual identity/orientation, disability, chronic illness, neurodivergence, cultural/ethnic origin, nationality, age, social status, personal beliefs/religion); any form of illegal or violent behaviour towards others is strictly forbidden.
- Do not engage in sexual harassment of any kind, be that verbal, non-verbal, written, digital, or physical. Sexual harassment can occur between any two or more people and is unwelcomed at ESU.
- Interact physically/intimately only with the explicit consent of others – consent can be withdrawn at any moment, which is to be respected.

- Acquire affirmative consent before engaging in physical, sexual, or romantic interactions with each other. Consent cannot be expected from earlier consent or from consent to other similar interactions.
- Stop improper behaviour if requested.

2. Respecting the event & the organisers

- Respect the event organisers and follow their instructions during all parts of the event.
- Respect the time frames given by the event organisers.
- Respect the environment and take care of their surroundings.
- Respect the event's facilities and any rules associated with their use.
- Actively engage in the organised activities during seminars, panel sessions, and discussions as well as attend the organised sessions, meetings, discussions, and debates.
- Be acquainted with ESU's Code of Conduct for participants and its content during the participation in all of ESU's events.

3. Debating, organisational and error culture in ESU

- ESU wishes for an organisational culture of open communication and dialogue based on integrity.
- ESU promotes a positive error culture that acknowledges mistakes as human and encourages learning from them. It avoids labelling mistakes as inherently negative, except for gross violations of good conduct or regular misconduct.
- Give others space and ensure everyone's voice is heard in the conversation. Don't generalise and apply your own experiences to others or make assumptions about others.
- Respect other opinions and beliefs (as long as they do not violate ESU's provisions).
- Avoid hurtful and difficult-to-understand language.
- Criticism and debates within ESU should be constructive, non-aggressive, non-antagonizing, and respectful. Keep in mind that everyone working as part of ESU, officials, staff, and members, have their own boundaries.

4. Responsibility and reflection of one's own position

- Acknowledge your own historical, social, or political privileges.
- ESU's officials (Presidency, EC members, coordinators, staff & other representatives) are personally responsible for:
 - being aware of their position of power and influence and not to abuse the trust they have by virtue of their office or position;
 - adhering to ESU's provisions on good conduct, statutes, standing orders, financial standing orders, and other relevant policies;
 - setting an example of integrity;
 - managing their personal affairs responsibly;
 - resolving conflicts in favour of the organisation's interests;
 - demonstrating commitment to integrity and professionalism by implementing conduct-related policies.

Something happened? Do you need help?

If you need support, witness misconduct or encounter any problems **during an ESU event**, you can reach out to the Trusted Persons Team (TPT) or directly to any member of ESUs representatives.

If you would like to report something **after an ESU event** ended or **something happened not connected to an ESU event**, you can do so as well.

Below, the different ways to report misconduct and following procedures are briefly explained. You will find the two **contact forms** to reach out *either* to the TPT during events (Board Meetings, European Students' Convention) *or* to complain towards ESU during/after/outside of ESU events [here](#). You can also always **approach** the Presidency ([presidency\[at\]esu-online.org](mailto:presidency[at]esu-online.org)) or any other member of ESUs [representatives](#).