



# Motion

**Proposer:** TF Empowerment & Diversity (decided on: 03/28/2026)

**Title:** JEF Europe Code of Conduct

## Motion text

1 The Code of Conduct (CofC) outlined in this section provides a broad and non-  
2 exhaustive framework for understanding what behaviour is not permissible at  
3 events and forums organised by Young European Federalists (JEF), including  
4 online spaces and communication channels affiliated with the organisation.

5 JEF Europe is committed to maintaining and further developing a culture based on  
6 mutual respect, human dignity, safety, and equality as preconditions to ensure  
7 full access and active participation, reflecting the right to an empowering  
8 space for safe and inclusive participation in its activities.

9 The aim of this Code of Conduct is to ensure that every individual feels safe,  
10 heard, included, and respected in JEF Europe; that every individual has the  
11 means to actively participate in JEF; and that JEF as an organization  
12 continuously strives for further inclusiveness, diversity, and safety in all its  
13 activities.

14 The Code outlines the social and ethical responsibilities of individuals and  
15 groups, and binds JEF Europe to implement the Code. The Code comprises a set of  
16 substantive and procedural rules, such as the use of contact persons, to ensure  
17 safe participation and an empowering space, inclusion, equity, and respect of  
18 all individuals involved with JEF activities.

19 This Code of Conduct is subdivided into following 12 sections:

20 **1. Acting in accordance with the Code of Conduct**

- 21 **2. Consent**
- 22 **3. Assumptions**
- 23 **4. Power Relations**
- 24 **5. Relations with the Secretariat**
- 25 **6. Obligations**
- 26 **7. Application**
- 27 **8. Reporting**
- 28 **9. Enforcement**
- 29 **10. Legal steps**
- 30 **11. Privacy**

31 **The following sections provide additional details pertaining to the reporting of**  
32 **breaches of the CofC, the interpretation of the CofC, and the measures that are**  
33 **available for enforcing the CofC.**

34 **As a condition of acceptance in events organised by JEF, participants and**  
35 **organisers agree to familiarise themselves with the CofC and, to the best of**  
36 **their ability, to adhere to the following terms:**

37 **1. Acting in accordance with the Code of Conduct**

38 **The following rules shall be interpreted broadly to include any conduct**  
39 **considered inappropriate and inconsistent with the ideals of JEF Europe as**  
40 **expressed in the Statutes. Any breach of these rules shall lead to action as**  
41 **defined in the procedures in section 10.**

42 **Participants in JEF activities commit to adopt and promote appropriate behavior**  
43 **including but not limited to:**

- 44 **1. Respecting others and not using language or behaviour that is intended to**

- 45           denigrate or undermine their contributions;
- 46           2. Not discriminating on the basis of any personal or physical  
47           characteristics, including gender, appearance, nationality, style or any  
48           other features;
- 49           3. Ensuring that others are given the opportunity to speak and be heard  
50           without interruption;
- 51           4. Forming an environment where everyone feels comfortable expressing their  
52           opinions, even if those opinions are in a minority, provided they are  
53           expressed in adherence to the other terms;
- 54           5. Discussing sensitive topics in a considerate manner, being mindful that  
55           others may be personally affected by them;
- 56           6. Understanding the importance of lived experience, not dismissing or  
57           seeking to explain the basic terms of issues or conflicts that others have  
58           been personally affected by;
- 59           7. Supporting the inclusion of others who may be less familiar with the  
60           issues being discussed in a way that does not put into question their  
61           intelligence or capability to understand them;
- 62           8. Refraining from commenting on someone's appearance in ways that may make  
63           them feel uncomfortable or objectified;
- 64           9. Avoiding the use of language which treats a certain level of mental or  
65           physical health or bodily ability or a lack of as being normal or more  
66           desirable;
- 67           10. Showing an appreciation and a consideration for other people's cultural or

68 religious practices and beliefs, including understanding that what is  
69 acceptable in one's own culture or religion may not be in others;

70 11. Appeals to cultural norms shall not justify behavior that constitutes  
71 discrimination, harassment, or abuse as defined in this Code;

72 12. Not feeding racist, gender or other stereotypes in their speech, actions,  
73 or behaviour, even as a joke or ironically;

74 13. Refraining from physical contact beyond basic greetings without consent  
75 and showing respect for the personal space of others;

76 14. Not peer pressuring others into partaking in voluntary activities;

77 15. Not bullying others for perceived mistakes or differences, defined as  
78 anything that is intended to draw laughter at their expense;

79 16. Not engage in any form of harassment, abuse, intimidation, or hostile  
80 behaviour towards fellow JEFers and participants in JEF activities.

## 81 2. Consent

82 All parties involved need to be familiar with the concept of consent and what  
83 constitutes sexual and emotional harassment.

84 Consent is defined for the purposes of this document as an agreement between two  
85 or more people to engage in activities together, while particularly relevant in  
86 the context of sexual interactions, the concept of consent also serves as a  
87 general guideline for respectful interpersonal behaviour.

88 Consent is not always given or refused through verbal or written approval and  
89 those requesting it need to take into account non-verbal or written forms of  
90 approval such as tone or body language.

91 If there is any doubt as to whether consent has been given, then the activity  
92 should be stopped. Consent can be withdrawn at any time and if this occurs, any  
93 failure to stop the activity will be treated as harassment or abuse.

94 Consent cannot be given by someone who is significantly impaired by alcohol or  
95 other substances and as a result, they are not fully conscious, awake or capable  
96 of making informed decisions.

97 If someone agrees to an activity because of pressure or the threat of bullying,  
98 even if it is implicit, then this does not constitute consent.

99 Consent should be defined in an easy-to-understand way according to the  
100 definition provided in the document at the beginning.

### 101 3. Assumptions

102 As an inclusive and empowering space for young people from many backgrounds, JEF  
103 is committed to the pursuit of a free and united Europe.

104 Understanding that prejudices and unconscious biases can be ingrained in us, it  
105 is the responsibility of each individual involved in an event to actively avoid  
106 making assumptions, including but not limited to:

- 107 1. A person's background or opinions based on their skin colour, other  
108 external features, or their accent and vocabulary;
- 109 2. A person's country of origin, whether this be its political status,  
110 economic status, or any other elements of their culture;
- 111 3. A person's religious or political affiliation, and what this means for  
112 their opinions, convictions, and beliefs on a range of issues;
- 113 4. A person's gender or sexual identity, noting that neither are binary nor  
114 are people required to place themselves on a spectrum upon request;
- 115 5. A person's ability to do the same things as someone else, especially in  
116 the case of hidden disabilities;

117           6. A person's good health or otherwise.

118   While making assumptions is not necessarily against the CofC on the basis that  
119   people can make the wrong judgements on the appropriate comments in a particular  
120   context and that this does not require intervention, failure to apologise if  
121   prompted would constitute a potential breach of 1A.

#### 122   4. Power Relations

123   Members of any of the JEF statutory bodies (Executive Board, Federal Committee,  
124   Arbitration Board, Auditors Committee), the Secretariat, Permanent Contact  
125   People, and the Pool of Trainers are considered to be in a relative position of  
126   power and therefore in a special and unique position of trust.

127   The words someone in a relative position of power speaks, the actions they take,  
128   and the environment they create can carry more influence and pressure than other  
129   members of the group.

130   Individuals in a relative position of power must take extra care to ensure they  
131   are not unduly influencing or pressuring members of the group, especially with  
132   regard to consent.

133   Ways these individuals may take extra care include self-reflection, deferring to  
134   the organisers and ensuring that they are not seen as having more power than  
135   they have, and being open to feedback.

136   The CofC applies to these individuals in the same way as it would anyone else,  
137   and no claim of a breach of the CofC may be investigated either by themselves or  
138   someone who has a close relationship with them.

#### 139   5. Relations with the Secretariat

140   The office hours of the Secretariat are 09:00 to 18:30 Central European Time.  
141   These need to be respected, with no pressure exerted to work outside of office  
142   hours.

143   The Secretariat should not be contacted on their personal phone number, email  
144   address, or social media accounts for work-related purposes without express  
145   prior agreement.

146 **The relationship between the Secretariat, the other JEF statutory bodies and**  
147 **positions of power, and the national sections, must be founded on mutual trust.**  
148 **If issues cannot be resolved by the Executive Board and the Secretariat, the**  
149 **issue will be elevated to the Permanent Contact People.**

## 150 **6. Obligations**

### 151 **Presenting the Code of Conduct**

- 152 **1. The Code shall be circulated ahead of and in every JEF Europe event and**  
153 **activity where applicable. The Code shall be presented on the first day**  
154 **and when deemed necessary reminders to the code shall be given by the**  
155 **appropriate party;**
- 156 **2. The Code shall be introduced using the Code of Conduct presentation;**
- 157 **3. The presentation of the Code of Conduct shall:**
  - 158 **1. ensure that participants understand its content and obligations;**
  - 159 **2. be appropriate to the purpose of the document;**
  - 160 **3. consider the type and duration of the event;**
  - 161 **4. The Code shall be presented by one of the organisers, facilitators,**  
162 **or the Contact Persons, and the means to report to the Contact**  
163 **Persons shall be presented at the same time;**
  - 164 **5. The Code shall be accessible for reference throughout the event or**  
165 **activity.**

### 166 **Permanent Contact Persons**

- 167 **1. Permanent Contact Persons are dedicated to ensuring safety and feeling of**  
168 **safety across the association and can be contacted online at anytime;**
- 169 **2. At least three (3) Permanent Contact Persons shall be elected by the**  
170 **upcoming Federal Committee and have a two-year mandate;**

- 171 3. The number of Permanent Contact Persons shall be uneven in order to enable  
172 clear decision-making in cases where differing opinions arise, without the  
173 option of abstaining or not voting on the issue if that would impede  
174 making a decision;
- 175 4. The Permanent Contact Persons shall represent different gender identities;
- 176 5. The Permanent Contact Persons shall, to the greatest extent possible,  
177 reflect the diversity of JEF's membership, including different gender  
178 identities and, where possible, different backgrounds with regard to  
179 disability, ethnicity, sexual orientation, and geographical origin, so  
180 that all members can find a Contact Person with relevant lived experience;
- 181 6. The Permanent Contact Persons shall be familiar with the Code of Conduct  
182 and charged to interpret and act in accordance;
- 183 7. In case the Permanent Contact Person is unable to continue in the role or  
184 resigns, a new Permanent Contact person shall be elected by the Federal  
185 Committee for the remainder of the term.
- 186 8. When possible permanent Contact Persons may not hold a position in any  
187 of the JEF Europe Statutory bodies.

188 **Contact Persons**

- 189 1. Contact Persons are dedicated to ensuring safety and sense of safety and  
190 to being available for participants in person and online;
- 191 2. At least two (2) Contact Persons shall be appointed by the organisers for  
192 every event and activity of JEF Europe. For smaller activities with fewer  
193 than ten (10) participants, the appointment of one (1) Contact Person  
194 shall be considered sufficient;
- 195 3. For online meetings of task forces, political commissions, and similar  
196 groups, the chair(s) may act as Contact Persons unless another person is  
197 designated;



- 198 4. The Contact Persons shall be selected so that they are available  
199 throughout the event or activity and they cannot hold a position of  
200 President, Vice President or a Member of FC Presidium;
- 201 5. The organising team of an event where two or more Contact Persons are  
202 appointed, must ensure that Contact Persons represent different gender  
203 identities;
- 204 1. In exceptional cases when people of multiple gender are not directly  
205 available e.g. in the organising team, contact person can be one of  
206 the participants in the event or one of the permanent contact  
207 persons can assist remotely.
- 208 2. Wherever possible, Contact Persons should not be part of the main  
209 organising team of the event in order to ensure independence and  
210 approachability for participants.
- 211 6. The organising team must ensure that Contact Persons represent different  
212 gender identities and, wherever possible, reflect broader dimensions of  
213 diversity relevant to the event's participant profile, including  
214 disability, ethnicity, and LGBTIQ+ experience;
- 215 7. The Contact Persons shall be trained by persons familiar with the Code of  
216 Conduct in interpreting and acting in accordance with it, as well as in  
217 facilitating the follow-up of a breach;
- 218 8. The Contact Persons shall be appointed and trained ahead of the event or  
219 activity in question;
- 220 8.A. The Contact Persons are advised to remain vigilant during the  
221 entirety of the event, by reducing as much as possible their consumption  
222 of alcohol and/or other substances that may affect their cognitive  
223 capabilities.  
224
- 225 9. If one does not feel comfortable reporting to the Contact Person, if one  
226 does not feel their rights have been ensured, or if one has any  
227 complaints, they are encouraged to contact one of the Permanent Contact  
228 Persons;

229 10. When multiple organisations are collaborating in organisation of an event  
230 or other activity covered by this Code, the Contact Persons should  
231 represent multiple organising parties.

## 232 Code of Conduct form

233 1. A specific form is made for each individual event or activity and is only  
234 accessible by the Contact Persons and shall be actively monitored during  
235 the intended event or activity and for four (4) weeks after the end of the  
236 event or activity by the Contact Persons;

237 2. The form shall provide the possibility to state what happened and what  
238 they wish that the next steps are;

239 3. The form shall have the possibility to provide one's contact details or  
240 opt for anonymity;

241 4. There shall be a permanent form available on JEF website through which the  
242 Permanent Contact Persons can be contacted anonymously.

## 243 7. Application

244 This section outlines the scope of application of the Code of Conduct, including  
245 to whom it applies and in which contexts, settings, and circumstances it is to  
246 be observed.

247 [To whom this Code of Conduct apply:](#)

248 As outlined in the Introduction chapter and chapter on power relations , the  
249 CofC applies to all JEF events and those in a position of power.

250 The CofC does not apply to events of national sections and other affiliated  
251 organisations of JEF, unless the European bodies are involved as co-organisers,  
252 as enforcement does not fall under the responsibility of the statutory bodies.

253 National sections and other affiliated organisations of JEF are entrusted to

254 **comply with their legal responsibilities in all events and if this is in any**  
255 **question then appropriate measures will be taken, including the recommendation**  
256 **of disaffiliation pending a vote.**

257 **JEF Europe encourages national sections and affiliated organisations to adopt**  
258 **and enforce their own Codes of Conduct or comparable safeguarding policies**  
259 **adapted to their national context. In cases where such a document does not**  
260 **exist, this Code of Conduct may be used as a guiding framework for ensuring**  
261 **safe, respectful, and inclusive participation in their activities until a**  
262 **dedicated document is developed and adopted at the national level.**

263 **When registering for or participating in a JEF event, each participant accepts**  
264 **and commits to these rules by default.**

265 **JEF Europe requires that the behaviour of an individual participating in any**  
266 **offline or online activity of JEF Europe, or representing JEF Europe in external**  
267 **events, meetings, public communication, or online spaces, must be consistent**  
268 **with and follow these rules.**

269 **Participants in JEF activities are encouraged to report any potential violations**  
270 **of the Code of Conduct. At the beginning of each event, organisers must clearly**  
271 **explain the reporting procedures and ensure that any reported concerns are**  
272 **reviewed according to the established process.**

273 **As a participant in JEF Europe activities, you are expected to understand and**  
274 **follow the Code, as well as your obligations under the law applicable wherever**  
275 **you are. JEF Europe recognises that its network is conducting activities that**  
276 **also involve the participation of minors on occasion. The Protection Guidelines**  
277 **for Minors of JEF Europe<sup>1</sup> detail the additional safeguarding measures to be**  
278 **applied in case of the participation of minors.**

279 **The organisers of an event have a duty of care for anyone who is involved in a**  
280 **potential violation of the CofC and must follow the accordant safeguarding**  
281 **procedures.**

282 **As JEF events may occasionally include participants who are legally considered**  
283 **minors (defined for the purposes of JEF as individuals under 18 years of age),**  
284 **organisers have additional safeguarding responsibilities.**

285 **If you are ever in doubt about how to follow the rules set in the Code of**  
286 **Conduct, you are encouraged to ask for guidance from any of the Contact Persons**  
287 **(as defined in Section 11).**

288 **1 The Protection Guidelines for Minors of JEF Europe, 2023, available on the**  
289 **internal area of JEF Europe website,**  
290 **[https://drive.google.com/file/d/19AvgewbUmsfGPuN7ziWy-](https://drive.google.com/file/d/19AvgewbUmsfGPuN7ziWy-M8KE1xqCGRd/view?usp=sharing)**  
291 **[M8KE1xqCGRd/view?usp=sharing](https://drive.google.com/file/d/19AvgewbUmsfGPuN7ziWy-M8KE1xqCGRd/view?usp=sharing)**

292 **Where and when this Code applies:**

293 **The Code of Conduct applies during both online and offline activities of JEF**  
294 **Europe, in both formal and informal settings. The Code also applies between JEF**  
295 **Europe events, including in all communication channels affiliated with JEF**  
296 **Europe, such as messaging platforms, social media, email communication, and**  
297 **other digital spaces used by the organisation, as well as in communications with**  
298 **the staff of the JEF Europe Secretariat.**

299 **This Code may apply or act as a guide, at the discretion of the organisers,**  
300 **within events hosted by more than one JEF section where no similar document has**  
301 **been adopted. When collaborating with other organisations with their Codes of**  
302 **Conduct or comparable documents, the organising parties will decide which**  
303 **document shall apply but the JEF party involved needs to ensure that the minimum**  
304 **standards set in this document are a reality also in the given collaboration.**

305 **A formal setting shall be understood as including any part of the working**  
306 **programme of an event, Task Force or Political Commission meetings, and**  
307 **statutory bodies' meetings.**

308 **Informal settings shall be understood as including any activities happening in**  
309 **connection to a formal meeting or any other JEF Europe event, including social**  
310 **media interactions directly related to JEF Europe activities, or other informal**  
311 **get-together clearly linked to JEF Europe activities. Activities surrounding the**  
312 **working programme, including, but not limited to, social events and online**  
313 **communication, shall be considered as informal settings.**

## 314 **8. Reporting**

315 **The Code of Conduct applies to every member of JEF Europe and every participant**  
316 **in a JEF activity, regardless of their role in the organisation. If you observe**  
317 **or experience behaviour that concerns you, or that may represent a violation of**  
318 **our Code, please raise the issue with one of the Contact Persons promptly,**  
319 **provided you feel comfortable doing so. You may choose to report anonymously or**  
320 **be accompanied by a person you trust when making a report. This will allow JEF**  
321 **Europe an opportunity to deal with the issue and correct it, ideally before it**  
322 **becomes a violation of law or a risk to health or security.**

323 Situations can be reported to the event Contact Persons up to four weeks after  
324 the event, and the anonymous form will remain open for the same period. The  
325 Permanent Contact Persons may be contacted at any time, with no fixed deadline,  
326 and their route is fully equivalent to the event-specific route.

327 Inappropriate or unwanted behaviour or action can be reported through:

- 328 1. One or more of the Contact Persons presented at the beginning of the  
329 activity, in person or online;
- 330 2. A Code of conduct form that can be used to report anonymously;
- 331 3. Other means mentioned in the beginning of the event or activity.

332 JEF Europe is committed to ensuring that reporting processes are accessible to  
333 all participants, including those with disabilities. Where necessary, reasonable  
334 accommodations should be provided to ensure equal access to the reporting  
335 process. Reports may be made verbally (in person or by call) as well as in  
336 writing. The reporting form shall be available in plain language and, where  
337 possible, easy-read format. A support person of the reporter's choosing may  
338 accompany them throughout any reporting or follow-up process.

## 339 9. Enforcement

340 In case of any breach from the Code of Conduct, the dedicated contact persons at  
341 the event or activity are required to, on their best judgement and with the  
342 consent of the person affected by the conduct, in proportionate and progressive  
343 measures and depending on the severity of the action:

- 344 1. Remind participants of their obligation to act in accordance with the  
345 present Code of Conduct and give them advice on how to do so;
- 346 2. Engage in a one to one conversation with the person in breach of the Code  
347 to make sure that there is a mutual understanding of the nature of the  
348 inappropriate action, including clarifying and explaining possible  
349 misunderstandings and intercultural differences;

- 350 3. Inform, only when necessary, the other organisers of the event or the  
351 meeting chairs about the problematic behaviour or the violation of the  
352 Code;
- 353 4. Facilitate a structured conversation between parties to resolve the  
354 situation, should the affected party in the situation consent to such  
355 conversation;
- 356 5. In consultation with the organising team and the facilitators of the  
357 activity, suspend the session and/or ban the person in breach of the Code  
358 from attending the remainder of the event or activity;
- 359 6. In consultation with the organising team and the facilitators of the  
360 activity and the Arbitration Board, the Executive Board may impose  
361 sanctions up to and including restrict or ban participation temporarily or  
362 permanently in future JEF Europe activities.

363 In the case of violent or other potentially illegal behaviour, contact the  
364 police in consultation with the person affected in accordance with the national  
365 law.

366 The Executive Board in consultation with organisers and contact persons of the  
367 event may decide to suspend or permanently ban the person in breach of the Code  
368 from future attending JEF events or activities. The decision shall be taken  
369 within a month after the report is received.

370 In situations where the person reporting is known, they should be communicated  
371 with as soon as practical about reception of their report. In any case, the  
372 action agreed on by the contact persons and the person reporting should be taken  
373 as soon as possible and when possible, during the event. The case is closed when  
374 all of the agreed on steps have been taken to resolve the situation and all the  
375 parties involved in the report have been made aware of the steps taken and of  
376 the closure. When applicable and the reporting person is known, the Contact  
377 Persons may encourage them to seek professional advice or help.

378 If a report leads to a formal follow-up or investigation, the person whose  
379 behaviour is being examined shall be informed of the concern raised and the  
380 nature of the alleged breach of the Code of Conduct. This communication shall

381 take place as soon as reasonably possible, while ensuring that the identity of  
382 the reporting person remains confidential if anonymity has been requested. All  
383 parties involved shall be treated fairly and respectfully throughout the  
384 process.

## 385 10. Legal steps

386 This Code applies to all participants, organisers, trainers, elected  
387 representatives, staff members, and any other individuals involved in JEF Europe  
388 activities.

389 They are expected to comply with the Code of Conduct as well as all applicable  
390 laws, rules and regulations. In a case where the provision of the Code of  
391 Conduct should conflict with applicable law, the law prevails.

392 In cases where behaviour may constitute a criminal offence under applicable  
393 national law, including but not limited to physical violence, threats,  
394 harassment, or discrimination prohibited by law, the Contact Persons, in  
395 consultation with the person affected whenever possible, may contact the  
396 relevant law enforcement authorities where required or appropriate under  
397 national legislation.

398 Such measures do not limit or interfere with the right of the affected person or  
399 group to independently pursue legal action or seek protection through the  
400 appropriate legal channels.

## 401 11. Privacy

402 To protect the privacy of all parties concerned, the Contact Persons and other  
403 persons involved in the process are bound to confidentiality and discretion  
404 regarding any information they become aware of during the reporting process,  
405 except if any legal procedure requires it or for the safety of the individual.

406 The Contact Persons and other persons involved in the process shall not disclose  
407 the identities of the parties concerned without their prior consent.

408 The Permanent Contact Persons shall develop and maintain an internal guidance  
409 document for Contact Persons. This document shall contain anonymised  
410 descriptions of cases and practical guidance on how different situations have  
411 been handled in the past. All information included in this guide must be fully  
412 anonymised and written in a way that prevents any case from being traced back to

413 **specific individuals, events, or locations. The purpose of this document is to**  
414 **support future Contact Persons in responding appropriately to potential breaches**  
415 **of the Code of Conduct while preserving the privacy and confidentiality of all**  
416 **parties involved.**

417 **In the cases where the Executive Board may decide to ban or suspend someone from**  
418 **attending further JEF events, the decision may be reflected in the minutes of**  
419 **that meeting in a way so as to guarantee the anonymity of the persons involved**  
420 **in that Code of Conduct breach.**