

# Code of Conduct

Adopted 18 11 2023



## Introduction

Silba is a cross political youth organisation. We are together in many different circumstances. Silba strives to be a safe space for all our members with a comfortable and safe environment for both social and academic events. The following are the general guidelines and procedures for the conduct in Silba.

Guidelines on common courtesy: Silba is an open community with space for everyone.

- All must show each other respect and accept each other's differences and personal boundaries.
- We do not tolerate hateful comments/actions based on sexuality, religion, sex, gender, race, ethnicity, nationality, political convictions, and similar matters of a personal nature.

## National Trustee and Conduct Committee

**The trustee has the responsibility for coordinating the handling of cases relating to the conduct of members as well as being the national trustee. Inquiries on this matter may be directed to the trustee.**

- The general assembly appoints the head of the conduct committee, aka national trustee.
- The role as national trustee involves handling cases related to Silba's code of conduct at national activities, ensuring that there is a safe environment around Silba's national events, and being someone that members can talk to in confidence in case they have experienced something that has crossed their personal boundaries in a Silba context.

**Committee construction:** The conduct committee shall consist of 1 representative from each local branch, who has the role of local trustee.

## Examples of Behavior that Goes Against the Code of Conduct

- Treating people without a basic level of respect.
- Situations where a person feels that their boundaries have been crossed without them issuing positive consent to whatever caused it.
- Offensive language and comments - with the fact in mind that people are affected by different things.
- Peer pressure or coercion.
- All forms of sexual harassment.
- All forms of violence.

## If a Committee Member Is Involved

In the case that a member of the conduct committee are themselves involved in an ongoing case, this is grounds for incapacity, and the person shall excuse themselves from the handling of the case. In such a scenario, the branch in question will not send a substitute to the handling of the case. .

## The General Conduct in Silba

- Should a member experience a situation that makes them unsafe in relation to Silba, they can choose to contact their local trustee, or the national trustee.
- If a member feels unsafe in contacting their local trustee or the national trustee, they are advised to contact the president or another member of the mainboard.

## Who is Responsible for Creating a Safe Environment

### Locally

The local trustee has the principal responsibility for ensuring that the local branches are a safe and pleasant space, and that the code of conduct is followed. In case the local trustee is not available, the local board has collective responsibility for making sure that this is the case.

### Nationally

Safety responsables:

- The conduct committee shall at each national event appoint 2 safety responsables. These must be of different sexes and at least 1 has to be a member of a local board or the mainboard.
  - The safety responsables must ensure that the code of conduct is followed during the event – ensuring a safe environment at the event.
  - The safety responsables have full mandate to act in such a way as to ensure this at the event, including limited sanctions such as issuing warnings, forbidding alcohol to individual participants, or banishing a participant from the event.
  - Members who have been sanctioned in such a way, can always issue a complaint over their treatment which will be judged by the conduct committee.
- All safety responsables and trustees have a duty of confidentiality in conduct related cases.
- If a trustee or appointed safety responsible judges a member's behavior to be in conflict with the code of conduct, it is their responsibility to bring this before the conduct committee, who will then determine what is to be done.
- With the consent of the people involved the trustee/safety-responsible may bring forth relevant information said in confidence.
- Trustees and safety-responsibles are always allowed to spar with the conduct committee about an ongoing case.

## Ethics at National Events

There is a common responsibility to create the conditions for a community that everyone can be a part of and feel safe in. This means the following:

- At every event that involves sleeping in, the code of conduct must be sent out per mail to all participants ahead of the event. The event will begin with a reference to what is considered good behavior, and that bad behavior will be sanctioned in accordance with the code of conduct.
- Sleeping arrangements: Generally speaking, we do not use gender segregated sleeping rooms or toilets at national events, but should a member wish it this will be made possible as long as it is doable.

## Sexual Relations

We strive to create a healthy consent-based culture concerning sexual relations between members. This culture is based on the following principles:

- Members should avoid having sexual relations with other members, that have a behavior which indicates them being in an unstable mental condition: this can be if they are excessively drunk or emotionally upset.
- Sexual relations should not be of nuisance to other members.
- Members of the leadership (mainboard and trustees) as well as speakers in Silba shall avoid engaging in sexual relations with members under 18 years of age. That means that local chairs are not allowed to sleep with members of their local branch that are under the age of 18 and that members of the main board are not allowed to sleep with any members under the age of 18.
- With basis in Danish criminal law's article 233, it is illegal to have sexual intercourse and a like with adolescents under the age of 18 who you are "entrusted with raising", or where the sexual relation is a result of severe abuse of age difference and experience in the organization. Failure to comply with this law can result in a prison sentence of up to 4 years.

## Policy Concerning Alcohol and Drugs

### Alcohol

We strive to create a healthy culture around the consumption of alcohol based on the following principles:

- Alcohol should be a choice. Strive for there to be non-alcoholic alternatives.
- At all national events there will be a minimum of 2 sober safety-responsible that you can contact if you feel unsafe, unwell or need help in any other way.
  - They shall stay sober the entire party.
  - They can go to bed with permission from the organizers, they however have to be available for the whole night.
  - A minimum 1 of the sober safety-responsible has to be a member of the main board or a local board.
  - 1 of them also must have a driver's license and a car made available to them.

**The organizers of the event are responsible for these guidelines being kept.**

## Drugs

There is a zero-tolerance policy for the use of drugs in Silba, unless they are for medical use. The legal basis for this being the Danish law on drugs article 2(3). In case of medical use a medical certificate has to be presented to the organizers at the event.

- It is not allowed to bring, consume or be under the influence of any forms of drugs, including weed or nitrous oxide at Silba events.

## Course of Action and Sanction in Case of Breached of Code of Conduct

In case that a member has experienced actions that fail to comply with the code of conduct, they can contact the conduct committee or your local trustee, who will handle any potential breaches.

The organizers and safety-responsibles can use sanctions in relation to the event that they are responsible for. More severe sanctions are handled by the conduct committee. Sanctions can however be appealed to the local board, and then to the main board, if the member in question wishes it. In case of the breach happening at a national event, the appeal goes straight to the main board.

### **The sanctions available at a particular event can consist of:**

1. Warnings.
2. Prohibition on alcohol for the individual in question.
3. Banishment from the event with no refunds.

### **Further sanctions from the conduct committee, of a more severe character:**

- Exclusion from Silbas social media groups
- Temporary exclusion from Silba events.
- Restrictions in participation in Silba.
- Recommending that the person should be expelled from the organization by the main board in accordance with article 7 in the articles of association.
  - The conduct committee will present the information about the case, along with an explanation for why they think this person should be expelled. Afterwards the main board will decide as to whether the person in question should be expelled. As far as it is possible the conduct committee should keep the identity of the person in question anonymous.

### **Sanctions due to breaches of the code of conduct have retroactive effect, with basis in the old EOM code of conduct as evidence of precedent.**

## Cases of Personal Nature

At Silba events it is the organizers responsibility that the code of conduct is kept, and that immediate action is taken in case of breaches.

Cases of a personal nature are handled in the conduct committee. Should anyone have experienced behavior which makes them feel unsafe in the context of a Silba event, they can always contact their local board, the main board, the conduct committee or a safety-responsible, and expect their case to be taken seriously and that it is handled according to their wishes, which includes anonymity.

If a person from the main board is involved in the case, then he/she is incapable, and will therefore be forced to recuse themselves from the mainboard's handling of said case.