



## European Network Against Racism (ENAR aisbl)

### Code of Conduct: our principles

*Last update: 07<sup>th</sup> March 2023*

The European Network Against Racism (ENAR aisbl) is dedicated to creating and protecting safer spaces for people, online and off. We strive to treat people with dignity, decency, and respect, and to build a community for everyone, free of intimidation, discrimination, or hostility — regardless of race, ethnicity, religion, gender identity and expression, sexual orientation, nationality, origin, age, disability, or physical appearance. We do not tolerate harassment in any form. This Code of Conduct embodies our commitment to uphold these principles and outlines our expectations and our response. We also hope that this policy will promote values of equality, well-being, and respect, and will enable each of us to contribute to an atmosphere of positive and constructive friendliness and safer and inclusive shared spaces.

Participants and stakeholders of the ENAR community are expected to understand and abide by this Code of Conduct. Members of ENAR commit to respect and abide by the Code of Conduct and to contribute to ensure that the physical and virtual spaces where we come together are safer spaces, free from infringement on the physical, psychological and/or mental wellbeing of everyone present. Anyone who is found to have violated this policy may be sanctioned by the ENAR Board or asked to leave ENAR spaces as a result.

We believe that it takes courage to report cases of harassment, and we salute that courage. We also understand that participants at risk, including victims of harassment, often are in a less privileged position than the person conducting the harassment, and face more barriers to speak out, including social stigma. We commit to continually provide and improve our support for survivors of harassment and/or violence in our spaces, to work towards healing and restorative justice, to seek to resolve infractions and tensions fairly and peacefully including, where needed, by making mediation support available, to collect feedback from members and participants, and to make all possible efforts to prevent future harm and to care for those harmed during and after our events and activities.

Please reach out to us at [conduct@enar-eu.org](mailto:conduct@enar-eu.org) for any questions or feedback you may have about our Code of Conduct.

*ENAR reserves the right to update this policy, and will strive to notify all affected stakeholders of any changes.*



## What represents a violation of the Code of Conduct?

ENAR prohibits harassment, including sexual harassment, and violence of any kind. **Harassment is any verbal, nonverbal, or physical conduct designed to threaten, intimidate, silence, or coerce.** Harassment and violence reflect expressions of unhealthy power dynamics which ENAR network strives to rid our world of and, therefore, has a zero-tolerance policy towards them in our spaces. Harassment includes but is not limited to:

- **Offensive or unwelcome comments**, including epithets, slurs, negative stereotyping, and offensive remarks disguised as humor, based on race, ethnicity, religion, gender identity and expression, sexual orientation, age, disability, or physical appearance;
- **Distribution, display, or discussion of written or graphic material that ridicules, insults, or shows hostility or disrespect** toward an individual or group because of race, ethnicity, religion, gender identity and expression, sexual orientation, age, disability, or physical appearance;
- **Deliberate “outing”** of any aspect of a person’s identity without their consent;
- **Deliberate misgendering or use of rejected names**;
- **Intimidation or silencing**, including sustained and deliberate disruption of discussion;
- **Threats of violence or incitement of violence**, including encouraging a person to commit suicide or to engage in self-harm;
- **Stalking or following**, including repeated one-on-one communication despite requests to cease, unwanted photography or recording, and tracking and logging online activity without consent;
- **Failure to safeguard confidential or privately shared information**, including publication of private communication without consent;
- **Unwelcome sexual attention**, including innuendoes, suggestive comments, jokes of a sexual nature, sexual propositions, lewd remarks and obscene gestures, and requests for sexual favors (including repeated and unwelcome requests for dates);
- **Distribution, display, or discussion of any sexually suggestive written or graphic material**, (see Exceptions below), including emails, photos, text messages, and tweets, that is gratuitous, off-topic, or shows hostility or disrespect toward an individual or group;
- **Unwelcome physical contact** including inappropriate touching, tickling, pinching, petting, brushing up against, hugging, cornering, kissing, fondling, and forced sexual intercourse or assault.
- **Attempts at intimidation, retaliation or retribution** to someone who has
  1. Filed or responded to a report of discrimination or harassment.
  2. Appeared as a witness in the processing of a report.
  3. Served as a coordinator of a report.
- **Encourage or assist violations** of this Code of Conduct



## When and where does the Code of Conduct apply?

This Code of Conduct applies in all **ENAR meetings, programs, events and spaces**, including websites, mailing lists, social media platforms, Instagram, coalitions, and convenings such as the General Assembly and workshops, and any other fora that ENAR hosts, both online and off.

This Code of Conduct also applies to individual behaviour and group events and gatherings outside of the premises of ENAR immediately following an internal or external meeting organised by ENAR, even in a non-formal environment (e.g. drinks, lunch or dinner).

## How to contact us about the violation?

If you are being harassed by a participant or stakeholder of the ENAR community, notice that someone else is being harassed, or have concerns about other conduct, **please contact us as soon as possible**.

**Contact us in person:** You can reach out to anyone on our Code of Conduct team. Safety Officers will be designated for each meeting or event and they will identify themselves. We will work to ensure your safety, privacy, and the confidentiality of the report itself and the information that you are sharing. We will work to ensure your safety, privacy, and the confidentiality of the report itself and the information that you are sharing.

**Contact us via email:** You can share information via email at [conduct@enar-eu.org](mailto:conduct@enar-eu.org). Again, what you share will be reviewed by our Code of Conduct Officer(s).

In each of these cases, you have the option of providing your contact information if you would like to be available for further follow-up, or to be kept informed of any actions that have been taken.

We understand that talking about an incident that you experience or witness can be upsetting. We will make every effort to respond with sensitivity and respect, and we encourage you to share the information in any way that makes you feel comfortable, including bringing someone along to support you when you contact us. You will not be asked to confront others or engage in the response process for a violation of the Code of Conduct.



## How we respond to information about violations

1. **We work to stabilize the situation.** As soon as we get information about a possible violation of the Code of Conduct, we will immediately take any steps necessary to ensure the safety of the reporting individual/survivor(s), and of the community, which may include: taking the survivor(s) to a safe location; calling law enforcement, medical services, and other emergency services; and/or asking the object of the report to leave the premises.
2. **We initiate the review and response process.** After stabilizing the situation, and as soon as possible, our Code of Conduct Officer will **initiate the response process**, and with the support of the Code of Conduct team, will review the information that we have received, including determining whether we need additional information.
3. **We determine what action is needed, including remedy.** After carefully considering factors such as the content, nature, and threat level of the incident, and evaluating the available information, we will determine a course of action, including deciding whether and which remedy is appropriate. Such decision is left to the ENAR Board, in consultation with the Code of Conduct Team. Potential remedies include warnings; denying funding and support; removing a speaker from an event; or banning a participant from future events. If a remedy or the timing of it puts the safety and confidentiality of the reporting individual(s)/survivor(s) at risk, our team will take that into consideration and prioritize preventing further harm. ENAR will make available support services where need be, including mediation, reconciliation, psychosocial support and psychological or physical health support; all in consultation with those victimised by harassment and/or violence in our spaces. Feedback on the manner in which violations of the Code of Conduct were handled by ENAR will be communicated to the GA by the Board notwithstanding any GDPR requirements.

## Who is on our Code of Conduct team

All members of our Code of Conduct team are available to help if you want to report an incident, and they are each empowered to take immediate steps to stabilize a situation.

Amiirah Salleh-Hoddin (ENAR Staff member)

Pia Šlogar (ENAR Staff Member): tel. +32 487 40 02 90



The Code of Conduct team may consult with members of ENAR’s Board. If anyone responding to an incident is involved in the incident of abuse or harassment -- or we identify any other conflict of interest -- that team member will be recused from handling the incident.

At times, the Code of Conduct team may consult with our trusted support network of survivors and experts on how best to handle and resolve difficult cases. In such an instance, we will only share information that is necessary for appropriate guidance, and strictly uphold the confidentiality of the reporting individual and survivor(s), and the privacy of the individuals involved.

### **Confidentiality**

For the purpose of protecting survivors of harassment, ENAR will not name survivors without their affirmative consent. During and after the report handling process, ENAR and those involved will protect the confidentiality of the information we receive, the privacy of the individuals involved, and the wishes of the reporting individual insofar as is legally possible, and as is compatible with the safe implementation of the chosen remedy and protection of the community. In addition, any notes or documents written by or received by the person(s) conducting the report handling process will be kept confidential to the extent possible and according to any applicable existing state or federal law.

### **Exceptions**

The exceptions of the Code of Conduct violation are: Presentation or discussion of graphic content related to sexuality or sexual activity, including pornography, is permissible if it meets all of the following criteria:

1. it is necessary to the topic of discussion and no alternative exists and
2. it is presented in a respectful manner, especially towards minorities and at-risk communities. Specifically for the display of pornography, the following additional criteria must be met:
  - ENAR has specifically granted permission in writing and
  - attendees are warned in advance in the program and respectfully given ample warning and opportunity at the beginning of the session to leave beforehand.

***Acknowledgement: ENAR is grateful to Access Now for their impressive work on their own Code of Conduct that we have been able to use as inspiration.***