

CODE OF ETHICS - DECLARATION OF STANDARDS

Acknowledging that a positive change in the society can be only achieved if it is profoundly internalized and practiced by those who introduce it, we hereby declare that our organization meets, or by the date of the European Parliamentary elections in 2019 will have met, the following standards:

1. Our organization is democratic

- a) Our internal structure, organizational processes and rules of membership are regulated by a publicly available, written document (statute) accepted by the assembly of the founding members, and later changed or replaced according to the rules laid therein.
- b) We effectively guarantee equal access to the decision-making processes, either directly or through representatives, to all our members .
- c) We have effective, functioning mechanisms which guarantee accountability of the organization's authorities.
- d) We have effective, functioning mechanisms which guarantee exchange in all positions of formal authority.
- e) We have effective, functioning mechanisms to tackle potential and existing conflicts of interests in our organisation and of its members holding public offices.

2. Our organization is transparent

- a) We make public all income sources, wealth and capital gains of our organization; the same applies to all our members holding public offices.
- b) We provide all information necessary to detect potential conflicts of interest and to carry out citizen audits.
- c) We use clear criteria to select people for appointed positions and contracted jobs in our organization; we expect the same from all our members holding public offices.

3. Our organization is corruption-free

- a) We have functioning and effective internal bodies dedicated to fighting corruption.
- b) We do not tolerate bribery, nepotism and any other forms of favoritism.
- c) We have or are working on control mechanisms that prevent our members holding public offices from profiting from the so-called "revolving door" between politics and business.

4. Our organization is feminist

- a) We have effective mechanisms securing women at least ½ of positions in all collective bodies of our organization.
- b) We have effective mechanisms securing women and men equal chances to be appointed or elected to positions held by one person.
- c) We carefully track women's involvement in our processes and constantly strive for greater inclusion in this field.

5. Our organization is inclusive

- a) We carry out assessments of our organization's accessibility for people with disabilities and constantly work on removing accessibility barriers. This includes, if possible, adapting offices and other meetings places, and channels of internal communication.
- b) We strive towards the inclusivity and representativity of minorities, newcomers, migrants, refugees, and all those without political rights.

6. Our organization effectively counteracts discrimination, harassment and mobbing

- a) We have functioning and effective internal bodies dedicated to fighting discrimination, harassment and mobbing, with closely follow the rules of protection of survivors.
- b) We do not tolerate any form of discrimination. We understand discrimination as any exclusion or restriction which is based on gender, sexual orientation, age, ethnicity, skin colour, religion, nationality or social-economic status and has the purpose or effect of limiting the recognition, rights, freedoms or equal participation in democratic processes.
- c) We do not tolerate any form of harassment. We understand harassment as offensive comments and behavior, either in real or virtual space, related to gender, age, sexual orientation, disability, physical appearance, skin colour, ethnicity, religion or other group identity. We are aware that harassment includes deliberate intimidation, stalking, following, harassing photography or recording; it also includes unwelcome, inappropriate physical contact or sexual attention, unwanted touching, remarks of a sexual nature, comments about body or appearance, stereotypical or sexist remarks, unwelcome flattering and flirting or requests for sexual favors.
- d) We do not tolerate any form of mobbing. We understand mobbing as disrespectful and harmful behaviors not connected with any discrimination premise but causing emotional distress, which intend to weaken someone's position within or force someone out of the organization. These includes among other things rumor, innuendo, intimidation, humiliation, discrediting, and isolation.

7. Our organization protects labour

- a) We ensure full labour protection to our employees.
- b) We do not resort to using any legal loopholes in any given country allowing to exploit people working for our organization (zero-hours contracts and similar).
- c) We have salary policy securing decent remuneration for our employees and contracted collaborators.

8. Our organization is anti-imperialist

- a) Our organization does not accept funding from persons, organizations, companies or governments which are explicitly offered with the goal to spread imperialist agenda.
- b) Whenever there arise reasonable grounds to suspect that any member of our governing bodies is driving for realisation of imperialist interest of any country, e.g. by accepting funding from governments offered with the explicit intention to realize its imperialist interest in the organization and beyond, a transparent, honest and effective internal disciplinary procedure is immediately launched.
- c) We understand imperialist interest as state policy, practice, or advocacy of extending power and dominion, either by direct territorial acquisition or by gaining political and economic control of foreign areas and societies.

9. Our organization is value-driven and free from violence

- a) We exclude from our organisation perpetrators of crimes and offences against our core values. This includes: war crimes; violent crimes; hate crimes; gender-based violence, especially domestic violence as well as sexual crimes and offences; corruption; financial crimes; environmental crimes.

We furthermore declare that our candidates in the European Parliamentary elections are bound by the standards of this declaration.