

1) Overview

Democracy begins at home. At DiEM25, we have united to democratize Europe, our countries, our societies and our communities. It is a prerequisite that our own conduct is in line with the shared values of democracy, equality, rights and obligations of all participants, respecting the DiEM25 Manifesto, the Organising Principles and other relevant internal documents and decisions.

2) Objectives of the Code of Conduct

- a) Highlight the fundamental principles of cooperative and comradely behaviour, as well as the obligations and responsibilities we all have as DiEM25 members.
- b) Define adequate ways to identify situations of breach of the present Code of Conduct and how to deal with them.

3) Applicability

3.1) The observance of this Code of Conduct is both a collective and individual responsibility for all DiEM25 members and, in particular, of DiEMers elected or appointed to any role (coordinators of DSCs and task forces, National Collective/Provisional National Collective members, Validating Council members, Coordinating Collective members, people elected to any role in our Electoral Wings etc.).

3.2) Understanding that our behaviour is a political statement in itself and also a reflection of the Manifesto and the Organising Principles, we are called to apply the fundamental principles and values stated in this code in:

- a) our activities within and on behalf of DiEM25
- b) our behaviour in political practice
- c) our daily behaviour, especially in the public sphere
- d) our interactions with fellow DiEM25 members and staff

4) Guiding principles

4.1) As a democratic movement, we operate to defend not only the idea, but also the practice of democratic behaviour. The list below provides the list of principles we should abide by.

4.2) Principles of democratic behaviour:

- a) The right to freedom of expression: The right to a fair hearing for everyone
- b) Fairness and impartiality: When representing the movement or engaging in its internal processes: pursuing the objectives of our Manifesto, the decisions of the Coordinating Collective and the all member votes, putting aside any personal or partisan interest
- c) Transparent democracy: Open and transparent weighing of arguments before decision-making

- d) Equal rights: Promoting diversity and the positioning of women and minorities (black, refugees, LGBT+ and all other) in DiEM25
- e) Communication: Include the views of as many members as possible. Work collectively and share the roles of moderation and minute-taking in meetings. Foster a respectful way of communication together and put arguments forward in a constructive manner.

4.3) General principles governing the behaviour of all of us in our encounters and activities, as well as in the relationships established with fellow members and externally:

- Integrity, transparency, courtesy, kindness, spirit of cooperation, solidarity, understanding and listening, mutual respect, acceptance, openness.

5) Responsibilities and obligations

We recognise that:

- a) We shall encourage and respect the participatory process, within our horizontal and vertical structures, as defined through the Organising Principles of DiEM25 and all other binding processes (all member votes, Coordinating Collective decisions).
- b) We have the responsibility to promote the ideas of the movement expressed in the Manifesto and formed by the collective bodies, instead of the ideas, choices or personal aspirations that derive from professional or political aspirations that are foreign to the culture, values and / or analysis of DiEM25.
- c) We have a responsibility to encourage (and not to discourage) our current and future members to participate in the movement.
- d) The success of DiEM25's objectives is based on our ability to reach citizens who have not had the opportunity to know our movement. Therefore, openness and outreach is encouraged.
- e) Coordinators and moderators have the responsibility to encourage participation.
- f) The structure and internal procedures of volunteer groups (Ex: graphics, video, IT) are important and their collaborative way of working will be respected when creating content as "DiEM25". A member wishing to produce content (video, graphics, articles, new tools, etc.) as "DiEM25 official" will contact the respective group and work together on it, ensuring that all bodies and individuals responsible for coordinating the specific field are made aware and approve the initiative.
- g) We have the responsibility not to expose the movement to defamation, either privately or publicly.
- h) We will never refer to fellow members in terms that are defamatory, aggressive or insulting.
- i) The right to make internal criticism by members must be exercised in a respectful, reasoned and argued manner. This right cannot be used to justify the use of offensive language, defamatory accusations, untruths, threats or conspiracy theories towards other members or bodies.
- j) The exercise of democracy implies the equal right of each member to be heard and to participate with their vote in the decision-making processes according to the provisions of the Organising Principles, as well as the duty to respect the right of others to express their opinions freely and accept decisions taken by the members or by our elected bodies.
- k) Wherever someone has been entrusted by DiEM25 with the ability to reach a greater number of members than others (e.g. as admin of a newsletter, of a group or of a social media page, or as moderator of a debate), they will not to use this unique ability in favour of

any particular candidate.

l) We all have the responsibility to respect and follow internal rules such as the ones stated in the [DiEM25 Volunteer Guidelines](#), [DiEM25 Social Media Guidelines](#), [forum rules](#) and other rules for whichever context we are in.

m) The behaviours categorized within the following are considered unacceptable: racism, xenophobia, antisemitism, islamophobia, homophobia etc.; sexism and sexual harassment; extortion and blackmail, slander of a member or the movement, abuse of power, bullying, intimidation or any type of abusive behaviour – threats or actions of verbal or physical violence of any kind

n) We oppose every form of discrimination, whether it is social, political or economic and whether it is based on race, ethnicity, gender, sexual orientation, disability, religion, age, or any form of prejudice that violates fundamental human rights.

6) Relations with citizens and external partners

6.1) As an underlying principle to our external relations we make sure to promote and defend the public image of the movement based on our democratic ideals.

Thus,

a) We condemn any abusive and / or unethical attack against any citizen or external partners under any pretext, including political opponents who might participate in violent or unethical behaviour. Opposition to ideas or actions of opponents can be expressed vigorously but always in a civil manner and based on facts and political arguments.

b) We recognize that we have the responsibility to disseminate the spirit, the ideology, the positions of the movement and not our personal perceptions, initiatives and positions that conflict with the values, the Manifesto and the analysis of DiEM25.

7) Confidentiality and data protection

7.1) We adequately protect the data of the members and friends of DiEM25 - no data will be shared out of the purposes agreed upon and especially not outside of the movement. Rules must be according to the General Data Protection Regulation (EU) 2016/679 ("GDPR") as EU law on data protection and privacy for all individuals within the European Union (EU) and the European Economic Area (EEA).

7.2) Members must respect the right to privacy of all other members of the movement and not share any private conversations or other personal information that they might have access to.

7.3) We must protect the passwords we use for web pages and social networks, not disclosing them to anyone other than the person(s) responsible for those (Example: National collectives, Coordinating Collective and others) without there being an institutional decision about it. In case of resignation, withdrawal or removal, passwords and other relevant data and items will be delivered to the replacements. The same applies to the access to documents, shared drives and groups or other platforms. All work developed for DiEM25, whether by volunteers or staff, belongs to the movement and its elected bodies.

7.4) We protect and preserve the unpublished archive of the movement (audiovisual material, hard drives, posters, books, other materials) in a safe space (physical or digital)

and we do not endanger these by transferring/using them to our personal space without permission.

8) Procedures in case of Code of Conduct violation

8.1) There are three types of breach of Code of Conduct:

- Breaching the code of conduct in relation to a fellow member;
- Breaching the code of conduct in relation to the movement as a whole;
- Breaching the code externally and/or regarding the electoral wing (to media, partners, individuals or groups external to the movement).

8.2) Breaching the code in relation to a fellow member – procedure

a) *The complaint*: Any member can claim the breach of the present Code of Conduct towards themselves. They are encouraged to talk to the offender first to see whether an informal resolution is possible. If not, the next step is to draft a comprehensive complaint and clearly state the articles of the present Code of Conduct which have been breached.

b) *The addressee*: If the complaint relates to a national situation, the addressee shall be the National Collective of the country within which the situation occurs. If the complaint goes beyond national borders, it can be addressed to the National Collective of one of the members involved. In case more than one country can be considered within the previously mentioned, it is the choice of the complainant to address it to any of those. If the country does not have a National Collective or if the complaint relates to a member of the National Collective, then it shall be addressed directly to the Coordinating Collective. If the complaint relates to a member of the Coordinating Collective, it shall be addressed to the National Collective currently presiding (the cycle starts with the Czech National Collective presiding for two months starting February 2020 and continues alphabetically by English name of the country).

c) *Possible mediation*: The National Collective/Coordinating Collective after hearing both parties can recommend that the members in question submit an application to the DiEM25 conflict mediation system. This system is voluntary and depends on both parties agreeing to it.

d) *Possible sanctions*: In case mediation is deemed inappropriate or the parties do not agree to be part of impartial, neutral and confidential conflict mediation sessions, one of the following sanctions can be suggested by the National Collective/Coordinating Collective:

- Official reprimand/warning
- Loss of position (National Collective, Validating Council, Coordinating Collective, coordinator position or other responsibility in a Spontaneous Collective (DSC)) for a specific period or permanently.
- Expulsion from the movement

e) *Possible early end*: The second party may stop the process at any point by agreeing to the proposed sanction.

f) *Decision process*: The Validating Council shall receive the complaint, the defence of the second party, the National Collective or Coordinating Collective's evaluation, and the proposed sanction. The Validating Council is allowed to seek further information from all parties and to discuss among themselves. Afterwards, the Validating Council will vote on the sanction (if any). In the vote, a quorum of at least 50% and a majority of at least 60% has to be reached.

8.3) Breaching the code in relation to the movement as a whole

- a) This type of breach does not concern directly another fellow member or a specific case but rather a broader one in which the breach of the code affects the wider spectrum of the movement and all of its members.
- b) The procedure applied in this case is identical to the one referred to in 8.2), with the necessary adaptations depending on the specificity of the situation.
- c) In case a recommendation to proceed to the conflict mediation system is suggested by the National Collective/Coordinating Collective, an elected member (National Collective/Coordinating Collective) shall represent the movement as a whole in the specific case.
- d) In deciding on a sanction for this kind of breach, not just the type and severity of offence but also the number of people affected (e.g. the number of people who heard a member express a homophobic opinion) shall be considered.

8.4) Breaching the code externally and/or in regards to the electoral wing (publicly, to the media, partners, individuals or other groups external to the movement)

- a) Given the impact of this type of non-compliance being severe and on an immediate larger scale, especially if related to the public sphere and media, this complaint shall be addressed to the Coordinating Collective and/or started by the Coordinating Collective. The National Collectives shall inform the Coordinating Collective of any such cases in their knowledge.
- b) The Coordinating Collective shall make the recommendation on the case and submit it to the Validating Council for vote.
- c) A non-exhaustive list of offences for which a member can be expelled from the movement:
 - Contributing to or causing financial damage to the movement through their actions or words
 - Harming the reputation or credibility of the movement or electoral wing, publicly or to the media
 - Committing a crime or otherwise a violation of the law which contravenes the principles and values of the Manifesto
 - Committing a crime that impacts the movement or its representatives
 - Speaking on behalf of the movement / electoral wing without having been given the mandate, or pretending to have a position that one has not
 - Publishing internal documents/information or disclosing them to a third person
 - Repeatedly ignoring the decisions and organisational rules of the movement
- d) Other cases not listed may go through procedure similar to the one referred to in 8.2 d) e)

8.5) Confidential Complaints Coordinator

- a) Complaints of sensitive nature or requiring confidentiality, including, but not limited to, incidents of discrimination, sexual harassment, and bullying may require additional safeguards to the person who has been harmed. If a complaint is raised in confidentiality, every effort will be made to protect the person's identity
- b) A member of the Coordinating Collective will be appointed as Confidential Complaints Coordinator to receive such complaints, in confidence, and will be tasked to support the person who has been harmed in deciding in which way to address the complaint, whether according to the procedures in 8.2/8.3/8.4, or where necessary, any legal or other remedy. Any remedies, such as legal, going beyond the procedures of the Code of Conduct, will be decided on its merits by the Coordinating Collective. If the complaint relates to the Confidential Complaints Coordinator, it shall be addressed to any other member of the Coordinating Collective.

c) Confidential complaints that may be brought to the Confidential Complaints Coordinator encompass all types of breach of the Code of Conduct, as described in the sections 8.2, 8.3 and 8.4.

d) With the consent of the person who has been harmed, enough particularities of the complaint shall be shared with the Coordinating Collective and the Validating Council in order to make a decision on the appropriate sanctions, following a hearing with the member accused of misconduct.

e) The person who raised a confidential complaint can halt the procedure at any time.

8.6) Damage control

If there is reason to believe that the processes outlined above are too slow and DiEM25 will suffer further damage in the meantime (e.g. if a coordinator misusing DiEM25 funds needs to immediately lose access to the bank account, if a sexual predator needs to immediately be excluded from a DiEM25 group, or if a member made national headlines with inappropriate utterances and DiEM25 needs to immediately distance itself), the Coordinating Collective may temporarily suspend the person's role and/or membership for seven days. The Coordinating Collective and the accused are then expected to present evidence to the Validating Council within three days of the suspension and the Validating Council will have three days to vote on either a sanction, absolution, or on an extension of the suspension for the purpose of further investigation.

8.7) Inapplicability

The basis of this entire Code of Conduct is that we must be able to trust that fellow members are who they say they are. If people join using a fake name, fake email or fake location, such as for the purpose of spamming, trolling or for casting multiple votes, the sanctions process does not apply to these accounts. All fake and multiple accounts shall be removed as soon as they are spotted and the act of creating such accounts can be handled as an offence under 8.3.