

CODE OF CONDUCT



ERGO NETWORK

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01

DISCRIMINATION,
VIOLENCE AND
HARASSMENT

02

SEXUAL HARASSMENT,
ABUSE, AND SEXUAL
EXPLOITATION

03

ALCOHOL AND DRUGS

04

IMPROPER USE OF POSITION
OF POWER

05

CHILD PROTECTION

06

INFORMATION AND DATA
MANAGEMENT



Introduction

ERGO Network takes the safety of everyone we work with very seriously. Our safeguarding policy details a wide range of policies, procedures and activities seeking to address safety and wellbeing of our staff, members, partners and children and adults in the communities we work.

This Code of Conduct lists desired and unacceptable behaviour of ERGO Network representatives and participants in our activities and is designed to safeguard others, as well as guard the name and reputation of ERGO Network. The adherence to this code is mandatory for all ERGO Network representatives and for all participants in ERGO Network activities.

For the full safeguarding policy and a reporting form for violations of this code of conduct, please visit www.ergonetwork.org/safeguarding.



Discrimination, violence and harassment

The purpose of ERGO Network's existence is to fight for equality for Roma. At the same time, ERGO Network stands for non-discrimination on any ground and upholds the value of equality for all.

We actively ensure that people of all genders, ages, religions, ethnicities, races, sexual orientations, social statuses and political opinions feel welcome in ERGO Network and communicate clearly and regularly that discrimination has no place in our network. We ask participants whether they need any accommodations in advance of activities and are mindful of everyone's needs. We ensure that activities are organised in neighbourhoods where participants can feel safe.

ERGO Network opposes all forms of harassment, violence, bullying, discrimination, or any similar harmful behaviours and has a zero-tolerance policy for such behaviours. No single person or group, regardless of gender, gender identity, gender expression, age, ethnicity, race, religion, sexual orientation, social status, political opinion, or functional variation may be discriminated against.



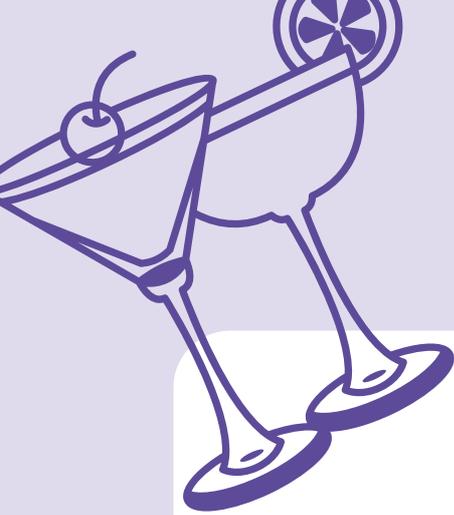
Sexual harassment, abuse, and sexual exploitation

In ERGO Network, we provide a space where everyone can feel safe and does not have to fear unwanted sexual behaviour in any way.

No individual shall in any way be subjected to sexual harassment, whether in physical or mental form. It can involve touching, groping, jokes, suggestions, glances, and images that are sexually evocative and devaluing. Sexual harassment can take the form of verbal, non-verbal or physical conduct of a sexual nature that is unwanted and designed to harm the dignity of a person or to create an intimidating, hostile, degrading, humiliating or offensive environment. It is the victim who decides whether the behaviour is unwelcome.

All forms of sexual abuse and exploitation are prohibited, as are all forms of sexual or other inappropriate contact between adults and children. It is unacceptable to exploit a person or group in a situation of vulnerability.



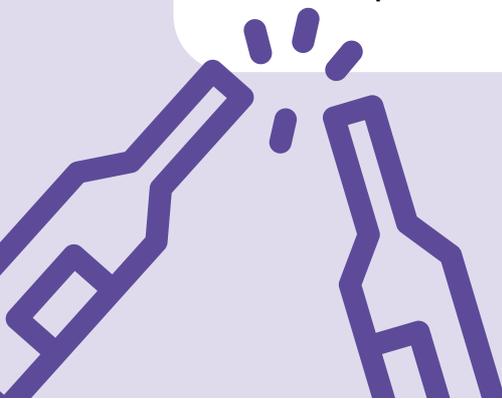


Alcohol and drugs

ERGO Network regularly organizes activities where we get together with fellow activists and policy-makers to network and to celebrate our achievements. Alcohol is permitted during these events.

However, it is important that alcohol consumption is moderate. ERGO Network will never offer or pay for hard alcohol and will not encourage participants to buy their own hard alcohol. ERGO Network will limit paying for two glasses of beer or wine per person during a dinner.

Everyone must be aware of their levels of alcohol tolerance and not drink so much that their behaviour is impacted by alcohol consumption. Carrying out activities on behalf of ERGO Network while under the influence of alcohol could risk the reputation of the organization and lead to an erosion of trust and respect from colleagues and partners.



Improper use of position of power

ERGO Network has a relatively flat management structure and values shared decision-making. We recognize, however, that also in ERGO Network different people hold different levels of power.

A position of power must never be used improperly for someone's own benefit or at the expense of others. **A position of power must not be used to give anyone advantages they would not normally have enjoyed.**

Conduct and relations shall be carried out in such a way that there can never be a perception that different benefits are expected or required.



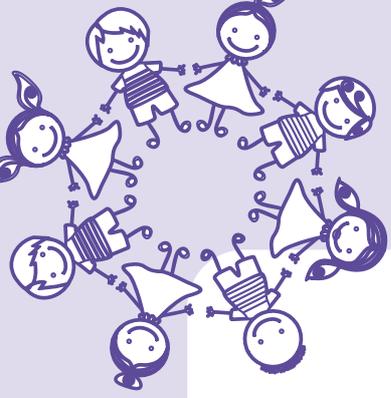
Child protection

All children are in need of special protection. Especially Roma children are often faced with abuse because of their particularly vulnerable situation. We put high emphasis on ensuring safe spaces for minors in the activities of our network. As per United Nations definition, children are all people under 18 years of age.

In order to prevent child abuse, the following behaviour is expected from adults in activities where children are present:

- An adult should never be alone with a child (unless they are their parent or guardian). At all times, they should be close enough to another adult to be within sight and hearing range. If circumstances require that they should be alone with a child then they should ensure that another adult has agreed to this course of action, knows what they are doing and how long it will last.





- Adults must listen carefully to any child who tells them (sometimes through drawings and behaviour as well as words) that they are being harmed. They must tell the child that they cannot keep this information secret, and this must be passed on to the person at ERGO Network who is responsible for safeguarding and can make sure action is taken to protect the child. This then must be discussed as soon as possible with the designated safeguarding officer.
- Adults must not engage in any activities that can be considered as part of grooming. This is the process in which an adult builds a relationship with a child to gain the child's trust for the purpose of sexually abusing and/or exploiting the child.
- Any sexual activity by an adult over the age of 18 with an individual under the age of 18 is strictly forbidden, even if it is considered consensual.





Information and data management

Information and data management are essential tools for ERGO Network. Adherence to GDPR is key to be able to guarantee the integrity of our employees, members, and partners.

ERGO Network strives to be open and transparent regarding our operations and financing. This means proactively sharing timely, accessible, relevant, and clear information about the organisation and its activities, as well as answering requests for information.

There are times when it is inappropriate to disclose information. Disclosure of sensitive information, including personal information of staff, members and participants, risks seriously compromising the security of employees, members and partners, compromising ERGO Network's effectiveness, and damaging our credibility. Discretion is therefore expected, and sensitive information must not be disseminated. **Information that has not been made public and that is known to you because of your position may not be used for private benefit or disclosed further.** It is understood that this does not affect the exchange of information among colleagues that is necessary for ERGO Network's operations.

