

SAFE SPACE POLICY AT EGP EVENTS

TO PREVENT (SEXUAL) HARASSMENT

PURPOSE

The European Greens, hereafter (EGP) is committed to providing an environment that is free of harassment and discrimination and that is a safe space for all participants.

EGP asks that all participants pay attention to their conduct and behaviour when engaging in EGP events.

It is important to create a safe space and an environment that is rooted in constructive and open communication, respect, consent, and friendly use of language.

EGP aims to create a judgement-free space where everyone is aware and reflective of their privileges, does not assume others' opinions, allows each person time and space to speak, and calls out those who act or speak in a harmful way. These spaces follow the principle of respecting the person and challenging the behaviour.

APPLICABILITY

The Safe Spaces Policy applies to any EGP event, which shall include **formal and informal** parts of meetings, workshops, trainings, conferences, receptions, Councils, Congresses, side events and any other forums (co-) organised or (co-) hosted by EGP regardless of the place or format.

The Safe Spaces Policy applies to all persons attending or involved in any capacity in the event.

The Safe Spaces Policy is not legal or prescriptive. It supplements and does not affect, the application of other relevant policies, regulations, rules, and laws.

PROHIBITED CONDUCT

Harassment is any improper or unwelcome conduct that might reasonably be expected or be perceived to cause offence, humiliation, or intimidation.

At EGP events there is no tolerance for:

Harassment in any form because of gender, gender identity and expression, sexual and romantic orientation, physical or mental ability, physical appearance, ethnicity, race, national origin, political affiliation, age, religion, class, social, economic, cultural, linguistic, or any other discriminatory reason is prohibited at EGP events.

Abuse is an action which inflicts harm or fails to prevent harm.

Bullying is a behaviour which is repeated and intended to hurt another either physically or emotionally.

Encouraging **minors** to take any illegal or psychoactive substances, including alcohol.

Tone policing, using offensive language, continuously misgendering an individual, and sharing potentially triggering content, among other behaviours.

Sexual Harassment - unwanted conduct of a sexual nature whether it is verbal, nonverbal, or physical, including written and electronic communications, and may occur between persons of any gender. Such actions often go together with abuse of power, that political settings are fertile ground for.

**EGP HAS A
ZERO TOLERANCE POLICY
ON SEXUAL HARASSMENT
AT ALL ITS EVENTS**

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EXAMPLES OF SEXUAL HARASSMENT INCLUDE, BUT ARE NOT LIMITED TO:

- Making derogatory comments about someone's sexual orientation or gender identity
- Name-calling, catcalling or using slurs with a gender/sexual connotation
- Making sexual comments, e.g., about appearance, clothing, or body parts
- Whistling, kissing sounds, howling, and smacking lips
- Unwanted deliberate touching, leaning over, cornering, blocking the way, or pinching
- Unwanted letters, messages, calls, or materials of a sexual nature
- Unwanted pressure for dates or sexual favours
- Unwanted staring or gesturing in a sexually suggestive manner
- Unwanted sexual teasing, jokes, remarks, or questions
- Communicating unwanted sexually suggestive content
- Attempted or actual sexual assault, including r*pe

COMPLAINT PROCEDURES

A participant who feels that they have been harassed at an EGP event may report the matter to the EGP staff or relevant security authority. The reports can be done in person, sent by email, SMS, or a call. A participant who witnesses such harassment is encouraged to file a report to the EGP staff.

APPROPRIATE ACTION MAY INCLUDE BUT IS NOT LIMITED TO

- Requesting the alleged harasser to immediately stop the unwanted behaviour.
- Conveying a report to the Member Party, Partner, or investigative or disciplinary authority with jurisdiction over the person accused of harassment for appropriate follow-up action.
- Suspending or terminating the alleged harasser's access to the EGP event or refusing registration at future events.
- The survivor of alleged harassment may also seek help from other relevant authorities, such as the police, bearing in mind the applicable legal framework.

These procedures will follow general principles such as the privacy of the alleged survivor and alleged harasser, confidentiality of the process and the alleged survivor's choice and preference.