Code of Conduct for Participants at Events and Programmes

About European Movement Ireland

European Movement Ireland's mission is to develop the connection between Ireland and Europe, and to achieve greater public understanding of and engagement with the European Union and with our European partners. We do this by providing objective information and by stimulating debate.

Our aim is to reach a wide range of audiences throughout Ireland, and we co-operate with the Government and with like-minded organisations. Separately, we work to inform our European colleagues, through international networks such as European Movement International, about the role Ireland plays in Europe and the EU, and the role that the EU plays in Ireland.

We believe that Ireland is best served by a population who understand the EU and the broader community of European nations and engage constructively in its future development. While we support European integration and Ireland's membership of the European Union, we are independent and act with integrity.

Context and approach

EM Ireland organises regular public events and programmes nationally and internationally, both in-person and online, as part of our own work programme and on occasion/ certain instances, we also organise events in collaboration with partner organisations.

EM Ireland is committed to enabling events at which everyone can participate in an inclusive, respectful, healthy, and safe environment and be treated with fairness and dignity. This applies to all attendees, participants, EM Ireland staff members, speakers and external contractors servicing our events.

The purpose of this Code of Conduct is to ensure that EM Ireland staff and partner organisations are aware of and familiar with procedures and that all attendees and participants agree to and adhere to this Code and associated procedures.

European Movement Ireland is committed to implementing the Code of Conduct fairly and without discrimination as best practice.

Code of Conduct

Attendees, participants, staff and contractors at EM Ireland's events and programmes agree to the following:

1. Behave in a professional and courteous manner at all times.
2. Treat all other attendees and participants, including the staff of EM Ireland and partner organisations, with respect and dignity. Any form of harassment, including sexual harassment, is prohibited and described on page 3 under "Prohibition of harassment".
3. Respect the privacy, personal space and preferences of any other attendee, or participant and treat them with dignity and respect.
4. Follow all applicable rules and procedures of the event or programme, including any relevant health and safety protocols.
5. Cooperate and comply with requests and instructions from European Movement Ireland staff and/or venue/security staff regarding conduct at EM Ireland events and programmes.
6. Refrain from using EM Ireland events and programmes as venues and/or outlets for unauthorised activities.

Should an issue arise:

1. If an issue arises for a participant/attendee/staff member at an EM Ireland event or programme, they may report the matter to a member of European Movement Ireland staff, who will endeavour to resolve the issue in the first instance.
2. A senior member of staff will endeavour to resolve the issue, and the issue will be recorded in an Incident Report Form. The person who raised the issue and/or other relevant persons may be contacted during this process. If the incident cannot be resolved on site, the matter will be escalated to European Movement Ireland Senior Leadership Team.
3. If the issue is still not resolved, the matter be brought to the attention of the Board of Directors by the EM Ireland Senior Leadership Team and legal advice may be sought.
4. During this process, EM Ireland will keep in regular contact or engagement to update the person who raised the issue.

Any non-compliant behaviour is prohibited. European Movement Ireland reserves the right to ask a person who does not abide by our Code of Conduct to leave an event to ensure the wellbeing of all other participants. European Movement Ireland reserves the right to refuse admission.

Prohibition of harassment

Harassment is defined as any form of unwanted conduct related to any of these discriminatory grounds which has the purpose or effect of violating a person's dignity and creating an intimidating, hostile, degrading, humiliating or offensive environment for the person.

The unwanted conduct may include acts, requests, spoken words, gestures, or the production, display or circulation of written words, pictures, or other material.

The following are examples of inappropriate behaviour which may constitute harassment. These examples of harassment are illustrative but not exhaustive:

1. Verbal harassment, e.g. jokes, derogatory comments, ridicule or song;
2. Written harassment, e.g. text messages, e-mails or notices
3. Physical harassment, e.g. jostling or shoving;
4. Intimidatory harassment, e.g. gestures or threatening poses;
5. Visual displays, e.g. posters, emblems or badges;
6. Persistent negative body language;
7. Ostracising a person.

What is Sexual Harassment?

Sexual harassment is any form of unwanted verbal, non-verbal or physical conduct of a sexual nature that has the purpose or effect of violating a person's dignity and creating an intimidating, hostile, degrading, humiliating or offensive environment for the person. This includes same-sex sexual harassment.

The unwanted conduct may consist of acts, requests, spoken words, gestures, or the production, display or circulation of written words, pictures, or other material.

The following are some examples of inappropriate behaviour which may constitute sexual harassment. These examples are illustrative but not exhaustive.

1. Physical conduct of a sexual nature, e.g., unwanted physical contact such as unnecessary touching, patting, or pinching or brushing against another person's body;
2. Verbal conduct of a sexual nature, e.g., unwelcome sexual advances, propositions or pressure for sexual activity, continued suggestions for social activity after it has been made clear that such suggestions are unwelcome, unwanted, and offensive flirtations, suggestive remarks, innuendos or lewd comments;
3. Non-verbal conduct of a sexual nature, e.g. the display of pornographic or sexually suggestive pictures, objects, written materials, emails, text-messages;
4. Unwanted or derogatory comments about dress or appearance;
5. Leering and suggestive gestures.