Child and Youth Safeguarding Policy

YOUTH:PRESENT

2021 EDITION
Youth:Present is a global platform for children, adolescents and young adults from all around the planet.

It was established to amplify the voices of young people from different parts of the world because we believe that their varied experiences will enrich solutions for a common future for all of us. Youth:Present is open to all young people who are engaged in work relating to the key work areas of the World Future Council regardless of social status, gender, identity, sexual orientation, disability, race, ethnicity, location or (lack of) religion. Particular attention will be paid to the recognition and protection of the dignity, freedom and equality of all Youth:Present representatives.

We want to create a community of likeminded but diverse young people, who all strive to better the societies they find themselves in. There are many problems facing humankind, but together, we can make a difference and improve conditions for present and future generations.

This Code of Conduct represents our commitment to upholding our values and principles. Everyone who works with, at and on Youth:Present is expected to read and understand this Code of Conduct. By becoming a part of Youth:Present or interacting with our representatives, you agree to abide by this Code of Conduct. Anyone who is found to violate our Code may be asked to leave Youth:Present as a consequence.
05 Common Values

Article 1
Core Values of the Foundation World Future Council

(1) The overarching framework for Youth:Present is the Foundation World Future Council, which is composed of the World Future Council, management board, supervisory board, commissions and staff members. The Council is a politically neutral and independent body, whose objective is to protect the fundamental values of the citizens of the Earth in the interest of future generations and to jointly resolve current and future problems.
Youth voices should be consulted, respected, included, and recorded in all policy and decision-making processes, especially in order to ensure sustainability. Policymakers should engage meaningfully with young people in all places where decisions are being made. Young people everywhere should be inspired and encouraged to participate in youth-led initiatives as well as decision-making processes that determine their own future and that have an impact on their lives, dreams and ideas.

Within Youth:Present, representatives are given full capacity to decide on the programme of action, activities and events which may be organised and pursued within the financial means available. Their agency lies at the heart of Youth:Present.

Article 2
Core Values of Youth:Present

(1) Youth:Present follows the following four core principles.
Youth-led approach:
Youth:Present is a platform of, by and for young people worldwide, and seeks to promote the following ideals:

- Youth voices should be consulted, respected, included, and recorded in all policy and decision-making processes, especially in order to ensure sustainability.
- Policymakers should engage meaningfully with young people in all places where decisions are being made.
- Young people everywhere should be inspired and encouraged to participate in youth-led initiatives as well as decision-making processes that determine their own future and that have an impact on their lives, dreams and ideas.
- Within Youth:Present, representatives are given full capacity to decide on the programme of action, activities and events which may be organised and pursued within the financial means available. Their agency lies at the heart of Youth:Present.

Collaboration:
Youth:Present is a community of equals who are invested in helping each other, and collaborating on projects that advance their rights and/or are conducive to the core work areas of the World Future Council. We promote, encourage and support each other.

Kindness:
Youth:Present is a platform that promotes a culture of respect, dignity and equality. Our collaboration is built on trust. We understand that we all come from different cultures and backgrounds, which may reflect on the way we behave. However, we also understand that violations of the Code are unacceptable and we must speak up whenever we are (made) aware of such behaviour.

Inclusivity:
Youth:Present ensures full access and participation, reflecting everyone's right to be heard, and creates an inclusive environment where all people feel and are valued for who they are, have a sense of belonging, and are inspired to contribute their best in every encounter.
Article 3
Aims and objectives of the Code of Conduct

(1) This Code of Conduct aims to ensure a safe, inclusive and welcoming environment within Youth:Present, which is built on the aforementioned values and mutual respect. It seeks to promote that mutual respect by encouraging open participation in all events and activities of Youth:Present, and preventing and, if necessary, dealing with any misconduct on the part of any Youth:Present representative, or staff or Councillor of the World Future Council.

(2) The provisions of this Code of Conduct are without prejudice to the right of members of a discriminated group to meet in order to tackle any discrimination or misconduct faced.

Article 4
Persons to whom this Code applies

(1) This Code applies to any individual participating in any offline or online activity of Youth:Present, including Youth:Present representatives, partners, and Councillors and staff of the World Future Council, as well as any external persons engaging in any capacity (as partners and/or sponsors) with Youth:Present.
08 Zero tolerance policy

Article 5
Behaviour which is not tolerated

(1) Youth:Present takes a zero-tolerance approach to any kind of violence, intimidation, or harassment, and does not accept any discrimination based on
- Age
- Being pregnant or having a child
- Being single, married, in a civil partnership, or cohabitant
- Citizenship
- Disabilities or impairments of any kind
- Education and socio-economic background
- Ethics and values
- Gender, sex, sexual orientation, gender identity or gender expression
- Language
- Literacy
- Organisational background
- Physical appearance
- Political convictions or belonging to a political party, as long as such party does not itself possess extremist views
- Race including colour, nationality, ethnic or national origin
- Religion, belief, faith or non-belief

(2) Harassment includes any online or offline behaviour such as, but not limited to: picking on someone else; making fun of each other; humiliating and/or bullying another person, including cyber-bullying; repeated staring, yelling or shouting at others; being abusive, including using (digital) equipment to do so; sharing photos, videos, or personal information about someone else without permission; revealing confidential information, including financial information, and/or internal discussions relating to another person; sending nasty emails; trolling.
Youth:Present representatives, and staff and Councillors of the World Future Council, must not publish defamatory and/or knowingly false material about any person or entity. Baseless claims made against another person which may come to harm their reputation will not be accepted. Similarly, Youth:Present does not permit any kind of retaliation for good faith reports of perceived illegal or unethical behaviour.

Youth:Present representatives, and staff and Councillors of the World Future Council, must not undertake deliberate activities that undermine the purpose of Youth:Present.

Youth:Present representatives must not have any affiliation with companies or persons working in the following areas: animal testing, GMOs & pesticides, mining, tobacco growing or selling, nuclear energy, arms / weapons production, or any other area which contradicts the values of the World Future Council.
10 Code of Conduct

Article 6
Expected behaviour

(1) Youth:Present representatives, as well as staff and Councillors of the World Future Council, are expected, when participating in any offline or online activity of Youth:Present or representing Youth:Present at external events and activities, to abide by the aforementioned values and this Code of Conduct, in order to ensure an inclusive and supportive atmosphere.

(2) All representatives of Youth:Present are expected to cooperate with each other, be friendly, and to listen to opinions and statements from others. All representatives agree to be helpful, respect each other’s differences, and treat everyone (each other, staff, Councillors, and external persons) with respect.

(3) All content by representatives of Youth:Present, whether in verbal or written form, must be respectful of other views and non-discriminatory. The WFC accepts no liability for views expressed by representatives on the Youth:Present platform, either verbally or in written form, or any infringements by its representatives of copyright, databases, trademarks, privacy, personal or proprietary rights of any kind.

(4) Representatives must not use Youth:Present for any commercial advantage to themselves or a third party.

(5) Neither the Code of Conduct nor the position as representative of Youth:Present provides any legal right to Youth:Present representatives or third parties to claim financial support from the Foundation World Future Council and any such support given may be revoked at any time.
Article 7

*Day to day operations of Youth:Present*

(1) All Youth:Present representatives agree to work collaboratively, diligently and proactively on the projects and events to which they commit themselves. They also commit to respond promptly via any communication channels.

(2) Repeated non-compliance with tasks, deadlines and correspondence without good reason or lack of any kind of communication with Youth:Present managers can be interpreted to undermine the purpose of Youth:Present. If there are periods of inactivity that are unexplained and last longer than 4 months, the World Future Council may decide to exclude the respective representative from the platform. Such decision must be taken unanimously by the RoCY team together with the Management Board.

(3) “Repeated” means three consecutive instances of inaction, such as that they require additional reminders and requests for cooperation.

(4) Good reasons include, for example, sickness, holidays, formal celebrations, paternity and maternity leave, internet shutdown, and other similar events.
Article 8
Point of Contact

(1) For every activity, the WFC staff member responsible for Youth:Present is the Point of Contact to provide general information and to follow the procedures outlined below.

(2) This article applies to both formal and informal activities, meetings or events of Youth:Present. Informal environments include social events and online communications.

Article 9
Complaint procedure

(1) If any case of witnessing or having received a report of any written, non-verbal or verbal violent or discriminatory behaviour, conduct or discourse takes place, the person affected is strongly encouraged to make a complaint, in the first instance, to the Point of Contact, and, consequently, if desired, to the Management Board.

(2) Alternatively, a complaint may also be made to an independent Ombudsperson.

(3) Such complaint can be made in person, in writing, including digitally, or through an anonymous Google form, which is monitored regularly by the Point of Contact. Any complaint received will be handled with utmost care and confidentiality.
Breaches of the Code of Conduct

Article 10
Steps to be taken following complaint regarding non-physical behaviour

(1) If a complaint has been made, the Point of Contact, Ombudsperson or Management Board (or an entity designated by it to fulfil this duty on its behalf) is obliged to – depending on severity of the infraction and to their best judgement –
   a. remind the respective person accused of violating the Code of Conduct, to act in accordance with the Code of Conduct;
   b. address the incurred infraction with the accused person directly and bilaterally, to understand the behaviour and background of the situation;
   c. engage with the accused person to explain why their behaviour was wrong and to ask for an apology and / or to reinstate the status pre-infraction;
   d. if necessary, ask the accused person to leave the activity, meeting or event in order to safeguard others concerned; and
   e. if required by the circumstances of the situation, ask the accused person to leave Youth:Present or cease cooperating with it. This decision must be unanimously taken by the RoCY team together with the Management Board.

(2) This article applies to both formal and informal activities, meetings or events of Youth:Present. Informal environments include social events and online communications.

Article 11
Steps to be taken following complaint regarding physical behaviour

(1) If during any activity, meeting or event of Youth:Present violent or discriminatory conduct occurs which is physical in nature, the Point of Contact or responsible person and organiser of Youth:Present are required to suspend the session to ensure that the activity, meeting or event remains safe; ensure the safety and well-being of the victim(s); if necessary, contact official authorities and/or police according to the laws of the country.

(2) This article applies to both formal and informal activities, meetings or events of Youth:Present. Informal environments include social events and online communications.
Article 12
Mediation

(1) In case the Code of Conduct has been violated by any Youth:Present representative, or staff or Councillor of the World Future Council, with respect to a Youth:Present representative, or staff or Councillor of the World Future Council, the procedures stipulated in Articles 8, 9, 10 and 11 shall be applied. Any member of the aforementioned groups has the right to demand an apology and/or initiate a mediation procedure.

(2) Any member of the aforementioned groups has the right to nominate a person to represent their interest(s) in the mediation process.

(3) The mediation group shall form ad hoc and be composed of one person nominated by each party to the situation, and one presiding person from the Management Board, or a person nominated by the Management Board to act on its behalf. Ideally, this person should be familiar and trained in mediation and can also be a person external to the World Future Council or Youth:Present.

Article 13
Confidentiality

(1) All persons involved in any situation concerning a breach of the Code of Conduct and involved in a mediation process are required to maintain confidentiality regarding the nature of the situation and persons involved.

(2) Paragraph 1 is without prejudice to any legal procedures requiring disclosure of information, or where the safety of the victim concerned so requires, or where facts disclosed during the process require contacting official authorities due to a duty of care.

(3) The Point of Contact or other responsible persons shall not disclose the identities of parties without prior consent unless strictly required by the circumstances of the situation, such as those stated in Paragraph 2.

Article 14
Legal rights

(1) The Code of Conduct does not preclude or interfere with the victim’s / victims’ legal right(s) to bring legal action against the accused person.