



## Code of Conduct for Participants in ALDE Party events

### Introduction

As enshrined in our Charter of Values: *“We liberals believe and trust in the power and abilities of the individual. We believe that everyone should be able to determine their own destinies, in a society where there are equal opportunities for all, and where no one faces any discrimination based upon race, ethnicity, caste, heritage, culture, language, sexuality, class, religion, age, disability, sex, gender identity, gender expression or sexual orientation.”*

This Code of Conduct has been established to ensure that all participants in ALDE Party events agree throughout the whole programme of the event to conduct themselves with integrity, responsibility, and respect, fostering a productive and positive environment which will help serve all our interests and contribute towards the ALDE Party’s mission to promote cooperation and strengthen European liberalism.

As representatives of your national political party, designated as a delegate to events organised by the ALDE Party, you represent not only your member party but also the core values, principles, and vision of the ALDE Party.

### Respect and Dignity

As a participant in an ALDE Party event, whether held online or in person: - You have the right to be treated fairly, equally, and within the bounds of party rules; you also have a responsibility to help ensure that these rules are upheld, and that the party can abide by its external legal and regulatory obligations.

You are expected to: - Treat all fellow delegates, members, guests, members of the party leadership, members of the Secretariat staff, external providers, consultants, and volunteers with respect and dignity, regardless of differences in opinion, background, or position.

You are expected to: - Avoid any form of discriminatory language, sexual or verbal harassment, or offensive behaviour based on race, gender, religion, ethnicity, sexual orientation, disability, or socioeconomic status.

- We all have an obligation to uphold the ethical standards. If you observe behaviour that concerns you or other participants, or that may represent a violation of this Code of Conduct, you should raise the issue promptly and in confidence to the designated person of confidence.

### Constructive Collaboration

- Strive to build consensus and work collaboratively with other delegates, party members, and leaders, and resolve any disputes that may arise in a constructive manner.
- Every individual has the right to freedom of expression and it is ok to disagree on substance of policy; we believe that it is through vibrant debate that we liberals are able to discuss even the most sensitive issues and come to agreement on a Europe-wide policy, so please engage in debates and discussions with civility and openness, focusing on the issues and substance of the debate rather than on personal attacks.

### **Confidentiality**

- Closed meetings are clearly indicated in the programme and participants are expected to ensure that information shared in closed party meetings remains secure and is not disclosed to unauthorised individuals or used for personal advantage.
- Participants should not disclose information relating to the strategy of the Party nor its resources, internal debates and disagreements, future projects, and any difficulty it may encounter.

### **Consequences for Violations**

A member of the ALDE Party Secretariat has been designated as the Person of Confidence. The identity and contact information of this person is available to all participants: Ms Maria Claudia Pastena, [mcpastena@aldeparty.eu](mailto:mcpastena@aldeparty.eu), +32 494 26 88 02.

Complaints can be addressed to this person that will ensure that it is treated as described in this code of conduct.

- Violations of this Code of Conduct may result in disciplinary action, including but not limited to warnings, suspension, removal from delegate duties, or expulsion from the event and future events with the member party responsible for ensuring the person is not part of their delegation.

In the case of witnessing or having received a report of any written, non-verbal or verbal violent or discriminatory behaviour, conduct or discourse, the Person of Confidence is obligated to respond accordingly and as outlined below. When complaints concern a member of a party delegation, the head of the member party's delegation shall be involved, and the Secretary General can recommend for the Head of Delegation to suspend the delegate.

As required, the ALDE Party will, in successive order and depending on severity of the action:

1. Remind participants of their obligation to act in accordance with the code of conduct;
2. Engage in a one-to-one chat with the person found to have breached the code of conduct to make sure that there is an understanding of the reason of the inappropriate action;
3. Engage with that person to explain and ask for an apology and/or retraction of the action or remark;
4. Suspend the session and/or ask that person to leave from the remainder of the meeting or event.