

The Academy 2024 - Code of Conduct

The Code of Conduct for any Scouting & Guiding event applies universally to all participants, encompassing volunteers, staff, and partners. Rooted in the Scouting & Guiding values embodied by the Scout & Guide Promise and Law, this Code serves as a set of guidelines for how individuals are expected to interact with fellow Scouts & Guides and other participants. We aim to create an environment where behaviour aligns with Scouting & Guiding values, ensuring that everyone feels safe, comfortable, and respected. By adhering to the Code of Conduct, we proactively deter undesirable behaviours and establish a framework for corrective action if needed. Our actions are a reflection of our commitment to promoting Scouting & Guiding values and advancing our mission.

As participants, partners, and organisers of The Academy 2024, it is our responsibility to keep the following commitments to the Code of Conduct during the event, to ensure a space where everyone feels safe and respected.

I agree to follow all laws of the host country (Poland) of The Academy 2024 and behave in full accordance with the following Code of Conduct:

- I will be respectful, tolerant, and considerate of other people and their cultures.
- I will obey the safety rules, signs and instructions given by the event planning teams.
- I will follow The Academy 2024 programme and participate respectfully in the activities, meetings and discussions.
- I will avoid behaviour issues including discrimination, dishonesty, fighting, and demeaning or abusive language. I will avoid making inappropriate remarks that could make someone feel uncomfortable or discriminated against.
- I understand and will adhere to Polish Scouting & Guiding rules, including not consuming alcohol or cigarettes while wearing my Scout Uniform and/or scarf.
- I will proactively create an inclusive and respectful environment, to enable a safe space for exchanging ideas and debating diverse views to advance the aims of Scouting & Guiding.
- I will treat everyone equally, irrespective of their gender, age, race, ethnicity, religious beliefs, socio-economic background, disabilities, sexual orientation, gender expression or any other basis of discrimination, abstaining from any direct or indirect discrimination as well as any form of harassment.
- I will respect and protect the rights of all other participants, regardless of age, rank or experience to express their views and opinions in the event proceedings.
- I will report and assist if I become aware of any breaches of the Code of Conduct and not doing this is considered a violation of this Code of Conduct.
- I understand that it is my responsibility to seek and receive positive consent before engaging in private communication or intimate relations at The Academy 2024.

All breaches of the Code of Conduct should be reported through the agreed event mechanism.

- Contacting an event in person **Listening Ear** or emailing le.europe@scout.org
- Informing a member of the host or planning team
- Reporting via email to sfh.europe@scout.org and safeguarding@wagggg.org

Breaches of the Code of Conduct, and any other conduct deemed to be inconsistent with the values of Scouting & Guiding, may result in removal from the event and further disciplinary action. This further action may include, but is not limited to suspension from future events, or other sanctions as deemed appropriate by the organisers.

The planning team should support any necessary action to maintain or respond to breaches of the Code of Conduct during the event. This includes immediately ensuring any people at risk of harm or who have been harmed are safe. Then initiating Safe from Harm Case Management procedures and/or contacting law enforcement.

If the matter cannot be resolved via the procedures above, it may be escalated by submitting a complaint to complaints@scout.org and whistleblowing@waggggs.org as per the WOSM Complaints Policy and the WAGGGS Whistleblowing Policy