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2020

### **Our code of conduct and respect policy**

At European Alternatives, we stand up for a radically democratic and progressive Europe and search for people who share our belief of democracy, equality and culture beyond the nation state.

One of the main aims of European Alternatives is to open spaces for dialogue, exchange and cooperation. In order to do this, we welcome people and contributions from all across the world. We are particularly committed to work and collaborate with people from racial and ethnic minorities, people from LGBTQI+ communities, people with disabilities and people who identify with disadvantaged economic classes. It is important to us that our spaces are inclusive and that all our members and partners have a positive experience when working with us. We therefore do not tolerate any forms of harassment, exclusion, verbal and physical violence in any of the spaces we provide and create.

Harassment includes verbal comments that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or games, inappropriate physical contact, and unwelcome sexual attention.

We expect all our members and partners to comply with this policy in the development of our work-programme and renewed strategy. If you experience or notice any form of harassment or violation of respect in any of our projects, videos, publications, media appearances, events, or have any questions about this, please contact our staff members.