

I1 Internal Rules of Procedure

Proposer: FYEG
Agenda item: 8. Statutory Documents

Motion text

1 General Principles

2 FYEG will have minimal statutes that only contain what legally matters and they
3 will be revised in case the Belgian law changes. All other matters will be taken
4 care of in the IRPs.

5 The IRPs must never contradict the statutes, they can elaborate.

6 The IRPs shall be facilitating and helping with decision-making processes as
7 well as the organisation of the federation. There shall be no more rules than
8 necessary.

9 This document shall be accessible to every MO on the website.

10 All acts, invoices, publications, official letters and websites, in electronic
11 form or not, emanating from the association must mention:

12 - its full or abbreviated name, immediately preceded or followed by "AISBL" or
13 "international non-profit association",

14 - the precise indication of its registered office,

15 - its company number,

16 - the terms "register of legal persons" or the abbreviation "RPM" followed by
17 the indication of the court of the registered office of the legal person,

18 - if applicable, their email address and website,

19 - the number of at least one account held by the association with a credit
20 institution established in Belgium,

21 - if applicable, the indication that the association is in liquidation.

22 **1. Member Organizations**

23 1.1. Membership

24 1.1.1. Membership categories

25 The association is made up of member organisations only and has three categories
26 of member organisations:

27 Full members

28 Candidate members

29 Associate members

30 1.1.2. Membership criteria

31 Membership criteria are detailed in the Statutes.

32 1.1.3. Conditions of admission of candidate members

33 Conditions of admission of candidate member organisations are detailed in the
34 Statutes.

35 1.1.4. Conditions of admission of full members

36 Conditions of admission of full member organisations are detailed in the
37 Statutes.

38 In addition, a candidate member organisation must apply for full membership
39 latest at the General Assembly three years after it has received its candidate
40 member organisation status. If the candidate member organisation does not apply
41 for full membership in the third year of its candidacy, the Executive Committee
42 can propose the suspension or exclusion of the candidate member organisation.

43 1.1.5. Conditions of admission of associate members

44 Conditions of admission of associate member organisations are detailed in the
45 Statutes.

46 1.1.6. Resignation of members

47 Conditions for the resignation of members are detailed in the Statutes.

48 1.1.7. Suspension of members

49 Conditions for the suspension of members are detailed in the Statutes.

50 The Executive Committee has a right to propose the suspension of a member
51 organisation to the General Assembly in the following cases (not limited to):

- 52 • no update or other contact is made between a member and the FYEG Executive
53 Committee between two General Assemblies,
- 54 • the member organisation doesn't fulfil one or more of the membership criteria,
- 55 • the member organisation didn't pay their membership fee,
- 56 • major changes that happened in the member organisation, which need to be
57 investigated by the EC.

58 The suspension of a member means that the organisation loses its voting rights.

59 When a member is suspended, the Executive Committee:

60 1. informs the member organisation about the suspension via an e-mail and
61 explain the consequences

62 2. makes all reasonable efforts to enable the member to regain its full
63 membership

64 3. creates a report on this process and presents it at the following General
65 Assembly.

66 1.1.8. Exclusion of members

67 Conditions for the exclusion of members are detailed in the Statutes.

68 The exclusion of an MO means that this organisation is not listed as a member
69 organisation anymore and hence loses all of its rights within FYEG. Following an
70 exclusion, an organisation that wishes to rejoin FYEG is expected to follow the
71 entire membership procedure, as a new organisation would.

72 The rejoining organisation is required to inform GA about changes that happened
73 in their organisation since leaving FYEG and explanation of their decision about
74 rejoining.

75 1.1.9. Suspension and exclusion in case of non-payment of
76 membership fee

77 The suspension and exclusion of member organisation in case of non-payment of
78 membership fee is further detailed in the Statutes.

79 1.1.10. Membership fee

80 FYEG has an annual membership fee. The ceiling is stated in the Statutes.

81 Each full member organisation shall pay an annual membership fee to FYEG. This
82 membership fee shall correspond to 1 % of the total incomes of their previous
83 year's realised budget with a minimum of 50 EUR for the EU and European Economic
84 Area (Iceland, Liechtenstein and Norway) and Switzerland and the United Kingdom,
85 and 25 EUR for all other European countries.

86 By way of derogation to the previous paragraph, the General Assembly may decide,
87 in duly justified cases, to lower the amount of the membership fee that a Member
88 Organisation shall pay, following a recommendation of the Executive Committee.
89 Requests for lowering the Membership fee shall be sent by a Member Organisation
90 to the Executive Committee at the latest 2 weeks before the GA.

91 Each full MO shall pay their membership fee for the running year on the first
92 evening of the GA at the latest, if it has not already been transferred earlier.

93 Full MOs are requested to provide their annual budget statement for the previous
94 year at the latest. A document listing the amount of the membership fee paid by
95 each MO and the way it has been calculated must be annexed to the financial
96 report of the year in question.

97 1.1.11. Membership reviews

98 The Executive Committee presents a review of the FYEG Member Organisations as
99 part of the Executive Committee Report. The review can include the following
100 information:

101 Overview of the region and its meetings and activities,

102 The Member Organisations' engagement with FYEG activities during the year,

103 Major changes to the Member Organisation.

104 In case of major changes (change of organisations' name, split in the
105 organisation, merge with another organisation, change of political affiliation,
106 etc.), the Executive Committee can propose the General Assembly to vote on that
107 change. The General Assembly may, among other options, take note of the change
108 or suspend the membership of the organisation to give sufficient time to the
109 Executive Committee to look into the situation.

110 1.2. Working with Member Organisations

111 1.2.1. Member Organisation Duties

112 Each MO should keep FYEG updated about:

113 - changes in the board

114 - valid contact addresses for the MO list and the website

115 - activities

116 1.2.2. FYEG duties

117 FYEG will provide the Member Organisations with:

118 - information about statutory meetings

119 - minutes and reports from statutory meetings and long ECMs

120 - a newsletter containing information and participation possibilities in current
121 activities

122 - regularly updated contacts of other Member Organisations

123 **2. General Assembly**

124 2.1. Composition

125 The General Assembly is the highest decision body. The General Assembly is
126 composed of one or two delegates per full member organisation, candidate member
127 organisation and associate member organisation.

128 MOs should strive to send delegations to GA that are gender-balanced and consist
129 of delegates maximum aged 30 years old. If the organisation is unable to find
130 delegates within the age limit, they can send older delegates aged 31-35.

131 The delegates can be asked to pay a participation fee for the General Assembly.

132 People who are employed by FYEG or are members of the FYEG Executive Committee
133 cannot be delegates to the general assembly.

134 2.2. Powers

135 The power of the General Assembly is detailed in the Statutes.

136 In addition to what Statutes state, a decision of the General Assembly is
137 required in the following cases:

- 138 - the adoption and amendment of the Activity plan for the upcoming year,
- 139 - the adoption and amendment of Resolutions,
- 140 - the election of the Financial Control and Advisory Committee,
- 141 - the election of the Editorial Board of Ecosprinter,
- 142 - the election of the FYEG representative to the European Green Party Committee,
- 143 - the approval of the Advisory Committee
- 144 - the approval of the Presidency of the General Assembly
- 145 - Decision about joining (or leaving) membership with other
146 organisations/networks

147 The General Assembly also hears the following reports:

- 148 - Activity Report
- 149 - Executive Committee and Secretary General Report
- 150 - FYEG's Representative to the EGP Committee

151 - Ecosprinter Editorial Board report

152 - Financial Control and Advisory Committee report

153 - Advisory Committee report

154 2.3. Functioning

155 The Administrative Board and the Executive Committee summons the annual General
156 Assembly. FYEG Member Organisations are summoned to the General Assembly via
157 ordinary mail or e-mail. The convocation contains the agenda, date, time and
158 place of the General Assembly.

159 General Assembly is presided in line with the Meeting Rules (Annex - 1)

160 The rules for holding extraordinary General Assembly are detailed in the
161 Statutes.

162
163 Changes to the statutory and internal organisational documents take effect from
164 the first working day after the GA meeting where they were changed, except when
165 the GA votes for their immediate implementation through a second vote requiring
166 an absolute two-thirds majority. Persons elected by the General Assembly will
167 start their mandate from the first working day after the GA meeting where they
168 were elected, unless other rules apply for their mandate.

169 2.4. Deadlines and calls

170 The call for hosting the General Assembly must be sent out by latest 1st of
171 October of every year with a one month deadline. The selection of the hosting
172 organisation is done by the Executive Committee.

173 The remaining deadlines are structured as follows:

174 12 Weeks before the General Assembly the Executive Committee must send out a
175 call for:

176 Registration

177 the executive committee (if applicable)

178 the secretary general (if applicable)

179 the financial control and advisory committee

180 the ecosprinter editorial board

181 the FYEG representative to the EGP committee

182 the presidency

183 10 weeks before the General Assembly:

184 The Executive Committee must also organise an online information session,
185 explaining the functioning of the General Assembly and promoting the different
186 open positions.

187 9 weeks before the General Assembly is the deadline for:

188 applications of presidency

189 6 weeks before the General Assembly is the deadline for:

190 registration of delegates

191 applications of organisations for associate, candidate or full membership

192 applications of Secretary General candidates

193 applications for the FYEG nominee to the EGP Committee

194 4 Weeks before the General Assembly is the deadline for:

195 submission of resolutions

196 amendments to the Political Platform, the Internal Rules and Procedures and the
197 Strategic Plan

198 Reports and Plans to be sent out to Member Organisations

199 Executive Committee candidates

200 Financial Control and Advisory Committee candidates

201 Ecosprinter Editorial Board candidates

202 the submission of proposals to add point to the GA agenda, any such proposal
203 must be signed by one-twentieth of the full member organisations, as detailed in
204 the Statutes

205 In case the number of candidates is less than the number of positions open
206 and/or if the gender quota is not met, the Executive Committee will re-open the
207 call for additional candidates of the underrepresented gender and/or positions
208 with lacking candidates.

209 3 weeks before the General Assembly is the deadline for:

210 publication of Candidacies

211 publication of Executive Committee recommendations on potential member
212 organisations (for full, candidate or associate membership)

213 publication of Executive Committee recommendations on exclusion and/or
214 suspension of member organisations

215 sending the GA agenda, as detailed in the Statutes

216 2 weeks before the General Assembly is the deadline for:

217 publication of support for candidates

218 1 week before the General Assembly is the deadline for:

219 amendments to the resolutions, Activity Plan and Financial Plan

220 Other deadlines:

221 The deadline for submitting emergency resolutions must be 2 days before the
222 start of the General Assembly. At the end of the General Assembly's first day,
223 the assembly sets a deadline for amendments to the emergency resolutions.

224 2.5. Submission of resolutions and amendments

225 At the general assembly Full Member Organisations and the Executive Committee
226 have the right to submit resolutions, and amendments to resolutions, the
227 political platform, the activity and financial plan, the strategic plan, the

228 statutes and the IRPs, bearing in mind the deadlines specified under 2.4.
229 Support of 3 Full Member Organizations is needed in order to table an emergency
230 resolution.

231 2.6. Presidency

232 The General Assembly confirms the Presidency proposed by the Executive Committee
233 before any other decisions are made.

234 The Presidency then:

- 235 • chairs the meetings and discussions at the General Assembly

- 236 • prepares the resolutions, amendments and voting procedures for the General
237 Assembly

- 238 • is responsible for taking the minutes of the General Assembly

239 The Presidency:

- 240 • consists of four to six people who must not be candidates to any positions
241 at the General Assembly.

- 242 • can be suspended and simultaneously replaced with an absolute two-third
243 majority by the assembly. Such a vote of no-confidence can be demanded by
244 at least 5% of the delegates, who must present people for the new
245 Presidency.

246 2.7. Participation fee

247 A participation fee to the General Assembly can be set up if the Treasurer finds
248 it necessary.

249 The following participants of the General Assembly are exempt from paying the
250 participation fee:

251 One delegate per Full, Candidate and Associate Member Organisation,

252 Executive Committee members

253 the Secretary-General and office

254 members of the Presidency

255 If a full Member Organisation sends a second delegate the participation fee is
256 halved in case at least one of the two delegates self-identifies as women,
257 intersex, nonbinary, trans or agender. Treasurer can grant exemption or lowering
258 of the fee to participant that request it.

259 2.8. Travel reimbursement

260 Full reimbursement of travel costs is granted to:

- 261 • one delegate per full, candidate or associate Member Organisation
- 262 • Executive Committee members
- 263 • the Secretary-General and the office
- 264 • candidates for the Executive Committee elections
- 265 • candidates for the Secretary-General elections, provided they have
266 received approval by the pre-selection committee
- 267 • candidates for the FYEG Representative to the EGP Committee, provided they
268 have received approval by the pre-selection committee
- 269 • members of the presidency

270 The Treasurer can decide to reimburse travel costs for:

- 271 • delegates of organisations applying for candidate membership in FYEG

- 272
- candidates for all open positions
- 273
- the second delegate of a full, candidate or associate Member Organisation
- 274
- if at least one delegate self-identifies as women, intersex, nonbinary,
- 275
- trans or agender.

276 **3. Election and Voting Procedures**

277 3.1. Attendance and voting quorums

278 In line with the Statutes, each Member Organisation has the right to attend the
279 General Assembly. Only Full Member Organisations have voting rights and each
280 Full Member Organisation has two votes.

281 3.1.1. Principles

282 In line with the Statutes, the General Assembly deliberates validly only if 50 %
283 + 1 of the Full Member Organisations are present or represented. The Statutes
284 detail the steps to follow in case the attendance quorum is not reached.

285 In line with the Statutes, in principle all decisions in FYEG are taken by a
286 simple majority of votes registered for the General Assembly. When voting,
287 abstention is always an option. When the vote relates to decisions concerning
288 persons or Member Organisations, the ballot is always secret. The voting body
289 can decide to have other voting procedures processed through secret ballot.

290 3.1.2. Procedures

291 Definitions

292 Votes registered at General Assembly - the number of Member Organisations and
293 their delegates who are registered for the General Assembly and have voted in
294 the determination of the General Assembly quorum

295 Votes cast - the number of votes that were submitted.

296 Simple majority

297 Majority of the votes cast, i.e. the number of "Yes" votes exceed the number of
298 "No" votes.

299 Abstentions are not considered in the count.

300 Examples:

301 Out of 20 votes: 11 yes, 9 no, 0 abstentions: passed; 1 yes, 0 no, 19
302 abstentions: passed.

303 10 yes; 10 no; 0 abstentions. not passed. 10 yes, 9 no, 1 abstention: passed.

304 Absolute majority

305 To pass "yes" should reach the majority (half+1, or half + 0.5 in case of odd
306 number) of the number of votes registered at the General Assembly.

307 Note that it is number of votes registered, not number of votes cast. This means
308 that if less than half of the voters are present and vote, this majority can
309 never be reached.

310 Examples:

311 20 voters registered: need 11 or more yes votes.

312 21 voters registered: need 11 or more yes votes.

313 22 voters registered: need 12 or more yes votes.

314 Simple two-thirds majority

315 Two thirds of the votes cast.

316 Absolute two-thirds majority

317 Two thirds of the number of votes registered.

318 Note that it is the number of votes registered, not the number of votes cast.
319 This means that if less than two thirds of the voters are present and vote this
320 majority can never be reached.

321 Examples:

322 20 voters: need 14 yes or more votes.

323 21 voters registered: need 14 or more yes votes.

324 22 voters registered: need 15 or more yes votes.

325 3.2. Election of candidates

326 3.2.1. Principles

327 FYEG uses a Single Transferable Vote (STV) electoral system with a standard
328 droop quota. Mathematically, this is the next integer larger than $V / (n+1)$ when
329 V = the total number of valid votes and n is the number of positions available.
330 Specifically recommended is the Scottish STV system.

331 3.2.2. Procedures

332 The main principle is to rank all the candidates according to the voter's
333 preferences for each candidate. Where 1 is the first preference 2 the second
334 preference and so on. Voters can rank all candidates even if the number of
335 candidates exceeds the number of positions. Voters can decide to not rank some
336 of the candidates even if this means leaving the ballot partially blank.

337 Only a completely blank ballot counts as abstention, an abstention counts under
338 the exception below.

339 If a simple majority of all ballots cast do not rank the candidate with any
340 numbers they are excluded from the election.

341 0 - All ballots are inspected to determine that candidates have received a
342 simple majority of any kind of ranking on cast ballots. If not, they will be
343 excluded from the election.

344 1 – The candidates who have reached the election quota (i.e. election threshold)
345 are elected.

346 2 – If some positions are still available, the following process starts:

347 2a – The left-over votes on candidates reaching the election threshold are
348 redistributed according to second preferences, using the Single Transferable
349 Vote system of distribution.

350 2b – If one or more candidates have reached the election threshold, that/those
351 candidate(s) are elected in order from highest to lowest vote count. The process
352 then starts again from point (2).

353 2c – If no candidate reaches the threshold in this way, the candidate with the
354 lowest amount of votes is removed from the election. The ballot-papers that
355 ranked this candidate as their first remaining preference are redistributed
356 according to their second preference. The process is then restarted (1).

357 2d - If, following the calculation of the election result, one or more
358 candidates is elected who is ineligible due to quota regulations, these
359 candidates (who had the least number of votes) are removed from the pool of
360 candidates and the entire election is recalculated. That is to say, the election
361 is recalculated, and each time the ineligible candidate would have received a
362 preference vote, the vote instead goes to the voter's next preference.

363 3.2.3. Exceptions

364 At the General Assembly:

365 Concerning the Executive Committee elections:

366 The spokespersons and the treasurer are elected separately from the rest of the
367 Executive Committee positions.

368 Concerning the Advisory Committee:

369 The newly elected Executive Committee will present the proposed Advisory
370 Committee to the General Assembly. The General Assembly ratifies the proposed
371 Advisory Committee by a simple majority vote.

372 Between General Assemblies:

373 Concerning the replacement of a resigned Executive Committee member:

374 If an Executive Committee member resigns, a new Executive Committee member can
375 be elected to replace them.

376 The Executive Committee will publishes a call for candidates for the vacant
377 position. Candidates will be elected via an electronic vote.

378 Any replaced EC member will have full voting rights in the Executive Committee.

379 3.3. Electronic voting

380 The Executive Committee can call for an electronic vote between General

381 Assemblies in urgent matters. It is the duty of the Executive Committee to
382 provide enough information for the full Member Organisations to make an informed
383 decision.

384 Each full Member Organisation has 2 votes. When voting, abstention is always an
385 option.

386 The voting period is set to two weeks with a one week reminder.

387 The Statutes, the Internal Rules and Procedures, the Strategic Plan and the
388 Political Platform cannot be subject to any electronic vote between the General
389 Assemblies.

390 Results will be announced within one week after the closing of the vote and
391 include detailed information.

392 3.4. Tiebreakers

393 3.4.1. Tiebreakers on point of substance

394 In the case of a tie between two points of substance, the vote shall be held
395 again. If the result is once again a tie, the body voting may choose to vote
396 once more, table the discussion to later in the meeting, or decide by some form
397 of chance. Note that this paragraph is not intended to apply to ties between
398 "yes", "no", or "abstain" where some point of substance requires a majority to
399 pass.

400 3.4.2. Tiebreakers relating to elections

401 If the tie occurs between two candidates in an election, and only one may be
402 elected, a vote shall be held to decide between them. If the result is once
403 again a tie, the body voting may choose to vote once more or decide by some form
404 of chance. At any point during this, either candidate may choose to withdraw.

405 3.5. Dismissal of elected persons

406 3.5.1. Dismissal of Executive Committee member

407 Two thirds of the Executive Committee can propose dismissal of an Executive
408 Committee member.

409 The Full Member Organisations vote on the proposed resignation through
410 electronic vote.

411 The vote is based on two letters: a letter of justification from the majority of
412 Executive Committee members proposing the dismissal and an optional letter of
413 defence from the Executive Committee member.

414 If at least one third of the full MOs participate in the vote and a two third
415 majority is reached the Executive Committee member is dismissed.

416 3.5.2. Dismissal of Secretary-General

417 Two thirds of the Executive Committee can propose the dismissal of the
418 Secretary-General. An additional General Assembly must then be convened by a
419 decision of the Administrative Board under the applicable rules (as set out in
420 the statutes), where the Member Organisations vote on both the dismissal of the
421 existing Secretary-General, and the election and appointment to the
422 Administrative Board of a new interim Secretary-General. The Executive Committee
423 has the right to in writing and orally inform the Member Organisations as to why
424 they have proposed the dismissal, and the Secretary-General the right to defend
425 themselves.

426 If quorum is reached (as detailed in the Statutes) and a simple two-thirds
427 majority is found at the additional General Assembly for dismissing the
428 Secretary-General, the Secretary-General is dismissed. The Executive Committee
429 can propose dismissal of the Secretary General, with two-thirds of the votes of
430 the members of the EC. The Member Organisations must be notified within 8 days
431 about the decision and the Executive Committee must appoint a Secretary-General
432 ad interim within 8 weeks after the decision of the Executive Committee. The
433 Secretary General ad interim will continue until the election of a new Secretary
434 General at the subsequent General Assembly. The new interim Secretary-General
435 will take over the mandate over the former Secretary-General, expiring whenever
436 the former Secretary-General's mandate would have expired. They have all the
437 powers and responsibilities of the former Secretary-General.

438 3.6. Gender quota

439 In all elected bodies there must be a minimum of 50% of people that self-
440 identify as women, intersex, nonbinary, trans or agender.

441 If there is only one position in a body, there is no quota. However it is
442 encouraged that people that self-identify as women, intersex, nonbinary, trans
443 or agender alternate in this position.

444 **4. Bodies**

445 4.1. Administrative Board

446 In line with the Statutes, the association is administered by an administrative
447 board composed of three people, appointed by the general assembly amongst the
448 Secretary-General, and members of the Executive Committee, preferably the
449 Spokespeople and the Treasurer.

450 4.2. Executive Committee

451 The Executive Committee members are responsible for making strategic and
452 political decisions about the organisation during their mandate and between
453 General Assemblies.

454 The Executive Committee is composed of eight people:

455 who are elected by the General Assembly with a one-year mandate

456 whose mandate can be renewed three times

457 in case of by-election, the term only counts as a mandate if it exceeds 9 months

458 an EC member can not hold two mandates in the same role

459 An EC candidate must not be older than 32 on the year of election.

460 A mandate is the period between one Annual GA and the second to next Annual GA.

461 Within the EC there are two spokespersons, who must not be from the same Member
462 Organisation, the treasurer and five additional members. The gender quota
463 applies to the spokespersons.

464 The Executive Committee:

465 is responsible for the relations with the Member Organisations,

466 has the right to make statements on behalf of FYEG, in line with the political
467 platform

468 oversees the implementation of the activity plan as decided by the General
469 Assembly

470 receives and handles applications from organisations that wish to join FYEG and

471 produces a report for the General Assembly including voting recommendation

472 can engage FYEG in partnerships with external movements, networks and
473 organisations

474 select members of non-elected temporary bodies and provides political support to
475 them (such as the prep-teams, working groups, task forces etc.)

476 The Executive Committee members represent FYEG to its partners, member
477 organisations and other stakeholders.

478 4.2.1. Spokespeople

479 The Spokespersons:

480 Coordinate the Executive Committee

481 Represent FYEG to the public and are a contact point for people from outside the
482 Federation.

483 Represent FYEG with the Partners and attend European Green Party Committee
484 meetings

485 Are responsible for the secretariat

486 The mandate of the spokespersons is further stated in the internal delegation
487 order of FYEG, adopted by the Executive Committee on an annual basis.

488 4.2.2. Treasurer

489 The Treasurer is responsible for the yearly budget of FYEG. The treasurer works
490 closely together with the Secretary General and the Office, that ensures the
491 daily financial management of the organisation. The treasurer:

492 prepares the financial report to the Executive Committee and to the General
493 Assembly

494 prepares a budget plan for the General Assembly

495 has regular meetings with the Office to check the budget

496 The mandate of the treasurer is further stated in the internal delegation order

497 of FYEG, adopted by the Executive Committee on an annual basis

498 4.3. Secretary-General

499 The Secretary General is elected for a three year mandate at the General
500 Assembly. The mandate can only be renewed once. The total duration of the
501 mandate of the Secretary-General can not exceed two mandates and the time held
502 as "interim Secretary-General" is not counted as part of a mandate.

503 The tasks of the Secretary General include:

504 the legal representation of the organisation

505 Managing the FYEG Secretariat and making sure that each office member fulfils
506 their responsibilities and tasks

507 Facilitating and assisting the work of the Executive Committee

508 Overseeing the HR processes

509 Overseeing the execution of FYEG Activity Plan

510 Overseeing FYEG finances, including fundraising, reporting, handling FYEG bank
511 accounts, accounting,

512 Making sure that the statutory deadlines and process are respected

513 Overseeing the organisation of the statutory activities

514 Overseeing FYEG's external communications and campaigns

515 Monitoring key political events and policy developments on the European level to
516 serve as a resource for FYEG's political work

517 Maintaining good contacts with FYEG's partners and Member Organisations and
518 other stakeholders

519 If mandated by the Executive Committee, the Secretary General can externally
520 represent FYEG and its position

521 4.4. FYEG's Representative to the European Green Party 522 Committee

523 As outlined in the Statutes and the Rule Book of the European Green Party, the
524 Committee is the executive body of the European Green Party and is responsible
525 for its political and strategical development and functioning within the budget
526 and the guidelines approved by the Congress. The Committee consists of 13
527 members, out of which 4 are elected for specific functions, 8 regular members
528 and 1 seat nominated by FYEG.

529 The Committee mandate is 3 years. Members may not serve more than three terms.
530 The Committee's general tasks and responsibilities are further detailed in the
531 European Green Party Statutes.

532 FYEG nominates one member to the EGP Committee. Hereafter, this person will be
533 referred to as the representative. This representative cannot hold any of the
534 four specific posts of the Petit Committee of the European Green Party (Co-
535 Chairs, Treasurer and the Secretary General). The nomination of this FYEG
536 representative will follow the Committee elections deadlines.

537 FYEG's representative is elected at the General Assembly. They must not be older
538 than 35 years old at the year of election. They are required to attend at least
539 one live Executive Committee meeting every year. Moreover they must submit a
540 report to the General Assembly every year, detailing the work that they have
541 done in the EGP Committee. They can be asked to attend more FYEG Executive
542 Committee meetings and FYEG events to represent the EGP Committee.

543 4.5. Financial Control and Advisory Committee

544 At the General Assembly, members of the Financial Control and Advisory Committee
545 (FCAC) are elected for a two year mandate.

546 The FCAC is composed of two members. Its members must not be members of the
547 Executive Committee nor financially depending on FYEG.

548 The FCAC's tasks include:

549 At least one meeting a year, dedicated to checking FYEG's finances. A written
550 report of this meeting must be submitted to the EC, thereby providing an
551 internal audit.

552 the presentation of this yearly report to the delegates at the GA. The financial
553 report that is to be presented to the GA and all other relevant material have to
554 be ready and at disposal for the meeting.

555 Providing recommendations to FYEG Treasurer and Secretary General regarding the
556 financial management and the financial orientations of FYEG.

557 It is recommended that the EC and the office share relevant information related
558 to the finances of the organisation to FCAC throughout the year.

559 4.6. Office

560 In addition to the Secretary General, FYEG may recruit employees for its Office.

561 In principle, all recruitments are made after an open and public call. The
562 decision on the selected candidate is done in line with the internal delegation
563 order of the FYEG, adopted by the Executive Committee on an annual basis.

564 The Executive Committee adopts "Guidelines and Rules for the Office" in line
565 with legal requirements. This document is made available to all employees,
566 especially when new employees are recruited.

567 Salaries are decided upon in line with the internal delegation order of the
568 FYEG, based on the financial plans adopted by the General Assembly.

569 4.7. Advisory Committee

570 The Advisory Committee ensures the transfer of knowledge within FYEG and acts as
571 a conflict resolution body. It is appointed for two years at the General
572 Assembly. The Advisory Committee is composed of 5 members. Action by the
573 Advisory Committee is taken only upon request by Executive Committee members of
574 other bodies of FYEG. Its tasks are:

575 providing their shared experience on a specific subject

576 assisting in conflict resolution between Executive Committee members, members of
577 other Bodies and/or office

578 providing general or specific mentorship for Executive Committee members on an
579 individual needs basis.

580 If requested by the Executive Committee, advising the Executive Committee on
581 organisational and structural matters

582 In order to enable the Advisory Committee to fulfil this tasks it is granted the
583 following:

584 one-way access to the email-list of the Executive Committee throughout the year,
585 meaning the possibility to read conversations but not actively take part

586 access to the online storing spaces of the Executive Committee, without editing
587 rights.

588 attendance at online or offline meetings of the Executive Committee

589 During its duty, the Advisory Committee must respect the secrecy of internal
590 matters. At the General Assembly, the Advisory Committee must present a brief
591 overview of the functioning of the Executive Committee and office. If prompted,
592 the Advisory Committee make recommendation within 8 weeks, after oral or written
593 consultation of involved parties, and to the best of all members' knowledge.
594 Recommendation of the Advisory Committee have to be provided in written form to
595 parties involved.

596 4.8. Working Group

597 Working groups have the following functions within FYEG :

598 helping with the acquirement and create professional documents on current and
599 selected topics

600 providing the groundwork for the formulation of political positions

601 promoting the involvement of Member Organisations and green activists in FYEG
602 Working Groups

603 providing space for a debate between young Green activists on the European level

604 supporting the Executive Committee, office and prep-teams in the organisation of
605 events and campaigns

606 supporting the Executive Committee and Prep-teams in policy related preparations
607 for FYEG events

608 Working groups are formed by the Executive Committee, with a defined scope, aim,
609 working area and timeframe. This defined scope is outlined by the Executive
610 Committee responsible for the working group and working group coordinators at
611 the start of the mandate to complement FYEG's priorities. The creation of a
612 working group may be planned in the annual activity plan adopted by the General
613 Assembly but the Executive Committee may also decide to create ad-hoc working
614 groups.

615 Working groups must not work against the political platform of FYEG. Further
616 details on how to form, manage and communicate Working Groups is detailed in the

617 Annex - 2 Working Groups Guidelines.

618 4.9. Ecosprinter Editorial Board

619 The Ecosprinter is the Member Organisations magazine of FYEG and is created by
620 an autonomous editorial board, elected at the General Assembly. The Ecosprinter
621 is published online and FYEG should strive for a printed version.

622 The mission of the Ecosprinter is to:

623 provide a forum for commentary and internal debate

624 provide the spaces for blogs and articles of members of FYEG

625 inform about European Green policies and politics

626 report and comment about culture, politics and discussions they believe are of
627 importance.

628 The Ecosprinter Editorial Board:

629 consist of four members of which only one may be an EC member

630 has to be gender-balanced

631 can elect an Editor-in-Chief among its members

632 work on the mission and development of the Ecosprinter

633 In case there is not a consensus within the Ecosprinter Editorial Board on the
634 election of the Editor-in-Chief, or an absolute majority, the Executive
635 Committee can appoint the Editor-in-Chief. The role of the editor in chief is to
636 coordinate the work of the Ecosprinter Editorial Board and ensure that the
637 mission of the Ecosprinter is fulfilled.

638 4.10. Conflict of Interest

639 In case a decision needs to be taken and a member of an FYEG body has a conflict
640 of interest, financial or moral, they must inform the other members of the body
641 before the decision is taken and the following procedure applies:

642 - the nature of the conflict of interest must appear in the minutes of the

643 meeting,

644 - the person with a conflict of interest may not participate in the debate and
645 the vote related to the decision in question.

646 - except for the Executive Committee itself, the body in question is allowed to
647 delegate this decision to the Executive Committee,

648 - when the decision is delegated to a second body, the first body may still
649 execute the decision.

650 If someone neglects to disclose a conflict of interest, any other member who is
651 aware of the conflict must inform the rest of the members before the debate and
652 decision takes place. Without the member concerned by the conflict of interest
653 present, the body decides by a vote whether or not this member can participate
654 in the debate and the vote. This decision must be mentioned in the minutes of
655 the meeting. The body is allowed to delegate this decision.

656 In case the majority of members present or represented are in a position of
657 conflict of interest, the decision must be delegated to the Executive Committee.

658 In case the majority of members of the Executive Committee are in a position of
659 conflict of interest, the decision must be delegated to the General Assembly.

660 This chapter does not apply when the decision in question relates to usual
661 transactions, entered into under normal market conditions and guarantees for
662 transactions of the same nature.

663 **5. Relations with other organisations**

664 5.1. General principles

665 FYEG may:

666 become a member of other organisations/networks

667 become a temporary or permanent partner of other
668 organisations/networks/alliances

669 set up new organisations and networks

670 The Executive Committee may take the decision to become a temporary or permanent

671 partner of other organisation/networks/alliances. The decision to become a
672 member of other organisations/networks or to set up new organisations/networks
673 should be approved by the General Assembly.

674 Furthermore the EC must:

675 provide a list of organisations that FYEG is a member of, as well as a
676 description of FYEG's rights and responsibilities and the contact details of the
677 concerned organisations

678 report at the GA about all the partnerships FYEG has maintained during the year
679 and provide details upon request by a MO

680 5.2. European Green Party

681 FYEG is the official youth wing of the European Green Party (EGP). Relations
682 between FYEG and EGP are further specified in the EGP-FYEG relationship
683 agreement.

684 5.3. Cooperation and Development Network Eastern Europe

685 FYEG and Cooperation and Development Network (CDN) are sister organisations and
686 cooperate together to their mutual benefit. Relations between FYEG and CDN are
687 further specified in the CDN-FYEG relationship agreement.

688 5.4. Global Young Greens

689 FYEG supports the building and working of Global Young Greens (GYG), striving to
690 help GYG with financial and organisational matters.

691 **6. Event Management**

692 6.1. Participants

693 Participants to an event are selected in line with the internal delegation order
694 of the FYEG, striving for gender, age and geographical balance.

695 The Executive Committee decides if the event is open to all or only to the
696 delegates of Member Organisations.

697 The FYEG Safer Spaces Policy and the Anti Sexual Harassment protocol shall be
698 communicated and presented to all participants.

699 6.2. Prep Team

700 A Prep Team is a temporary bodies, created for the planning, organisation and
701 follow-up of specific projects.

702 A Prep Team is set up via an open call procedure.

703 In line with the internal delegation order of the FYEG, the final decisions on
704 the Prep Team's composition and all necessary replacements are done by the
705 responsible Executive Committee member. They must always:

706 strive for gender and geographical balance

707 ensure compliance to specific set of rules imposed by partners and funders

708 A Prep Team can take decisions concerning their project independently. If
709 needed, a Prep Team can consult the Executive Committee in order to solve
710 possible internal problems.

711 6.3. Alcohol and intoxicating substances

712 Organisers of the event shall make sure that underaged participants are not
713 exposed to dangerous situations involving alcohol or illegal drugs.

714 This shall be ensured by, among others, the following measures:

715 Participants below 16 and those for whom it is forbidden by domestic laws, shall
716 not consume alcohol or illegal drugs, and one shall not offer any to them. In
717 the event that this does take place, all parties responsible must be banned from
718 the rest of the programme. Moreover, their respective MO(s) shall be notified by
719 the Executive Committee upon violation of these rules;

720 Alcohol and illegal drugs shall not be consumed during the official sessions
721 part of the programme;

722 FYEG shall look into organising sessions and parties in other places than those
723 where alcohol consumption is central, such as bars or clubs;

724 Members of the Executive Committee and the Prep Team shall lead by example and
725 abstain from excessively drinking alcohol and from using illegal drugs during an
726 event. Additionally, two people, from either the Executive Committee or the Prep
727 Team, should be appointed to stay sober during the programme.

728 **7. Financial Management**

729 The FYEG financial year starts on 1st of January and ends on 31st of December as
730 is reflected in FYEG budget. The financial management of FYEG is done through
731 the decision-making, execution and control of different bodies in line with
732 Belgian law and the delegation order adopted by each Executive Committee.

733 FYEG's internal financial management is organised as follows:

734 The General Assembly approves of the yearly Budget Report and amends and adopts
735 the yearly Budget Plan

736 The Executive Committee approves the General Budget Plan and Report presented by
737 the Treasurer, before they are submitted to the General Assembly.

738 The Treasurer regularly monitors the implementation of the overall budget and
739 accounting and keeps the rest of the Executive Committee updated

740 The Secretariat manages all the practicalities to realise the adopted budget
741 under the supervision of the Secretary-General

742 The Financial Control and Advisory Committee (FCAC) monitors and reviews the
743 financial reports and plans once per year before they are presented at the
744 General Assembly. The FCAC also monitors the financial management processes and
745 practices. It submits a report to the General Assembly

746 A certified auditor provides an external audit in line with legal requirements.

747 **7.1. Travel Reimbursements**

748 The reimbursement rules, procedures and deadlines are shared with the
749 participants of each events. Each event and activity has its own rules,
750 procedures and deadlines in line with the rules and procedures of the funders of
751 the activity.

752 As a general principle a person can ask for reimbursement of the travel cost if:

753 the participant attended at least 75% of the meeting

754 all relevant receipts and proof of travel have been handed in within the
755 deadline communicated for each activity

756 Exceptions to these rules regarding participants can only be made in
757 consultation with the Treasurer.

758 7.1.1. Reimbursement practicalities

759 Train and other public transport travel costs are reimbursed on the basis of a
760 2nd class ticket or a 1st class if that option is cheaper.

761 For night trips over 500 km the couchette fee (2nd class) can be covered

762 Bike trips over 10 km are reimbursed by 1 EUR / km with a maximum of the price
763 of a second class train ticket and with an absolute maximum of 100 EUR

764 For trips where the travel by train or bus takes more than 12 hours, a plane
765 ticket will be reimbursed on the basis of an economy class ticket. A plane
766 ticket can also be reimbursed if the destination was over 750 km or train-
767 traveling is not possible because of pressing time-table reasons.

768 Taxi costs will be reimbursed if local transport is not available and if
769 requested in advance from the organisers.

770 The necessity of using a private car must be justified in writing and approved
771 in advance. Travel by car may be reimbursed by 0.2 EUR/km. Depending on the
772 activity, specific reimbursement rules may apply.

773 Car sharing should be approved in advance and should be cheaper than public
774 transportation. The costs have to be documented.

775 FYEG uses the official conversion rates of the European Commission for
776 currencies other than Euro:
777 ec.europa.eu/budget/contracts_grants/info_contracts/inforeuro/inforeuro_en.cfm
778 based on the date of expense if no other donor guidelines apply. Exceptions are
779 payments with credit cards when the documented conversion rates of the credit
780 card company apply based on credit card payments statements.

781 7.2. Participation fees

782 A participation fee to any activity can be demanded and fixed by the Executive
783 Committee, in line with the delegation order.

784 7.3. Expenses covered

785 7.3.1. Food and food supplies

786 The members of the Executive Committee can be reimbursed for food expenses up to
787 maximum 30€ per person for meetings covering an entire day and up to 15€ per
788 person for half-day meetings with at least 4 hours of work.

789 Food reimbursement for other volunteers are fixed by the participating
790 conditions for each event and meeting.

791 FYEG can only cover costs for vegetarian and vegan food. At every event, vegan
792 food should be offered and its consumption encouraged.

793 7.3.2. Child care

794 If requested and possible child care will be provided for the Secretary-General,
795 FYEG Office, Executive Committee members, speakers and Prep Team members in
796 order to allow full presence at an event. The child care support can take the
797 form of: covering the travel and accommodation costs for an extra person to
798 provide child care on the spot during the event, covering the fee for a child
799 care professional during the event etc. All the costs should be approved by the
800 Treasurer.

801 7.4. Executive Committee Members allowance

802 The members of FYEG Executive Committee are entitled to a monthly allowance up
803 to a maximum of 100 EUR per month. The FYEG EC members are free to claim the
804 allowance depending on their need.

805 The allowance is meant to cover preparation and participation in the following
806 meetings:

807 FYEG activities, including regular EC meetings;

808 EGP Committee Meetings and Councils;

809 Study Visits to Member Organisations approved by the EC;

810 Other events or meetings approved by the EC.

811 In addition to the monthly allowance, Executive Committee members are entitled
812 to reimbursement for their costs for travel, accommodation, food and child care
813 costs when travelling, in accordance with the FYEG reimbursement rules.

814 Reimbursement for expenses while travelling can only cover expenses for up to
815 the limit of 1 day before and 1 day after the event/meeting.

816 The EC member in question makes sure the allowance is declared in line with the
817 fiscal rules of their country of fiscal residence. FYEG declines responsibility
818 for any tax liability.

819 **Annex 1: Organisation of the General Assembly**

820 Application Requirements & Procedures for Candidates

821 Applicant Organisations

822 Organisations that are applying to become an Associate, Candidate or Full Member
823 of the Federation of Young European Greens should send their application to the
824 Executive Committee before the deadlines set in the Internal Rules and
825 Procedures.

826 Their application shall contain:

- 827 • a letter signed by their board stating the reason and motivation for their
828 application

- 829 • a copy of the original statutes and a translated version in English

- 830 • a copy of their political platform (or comparable document) and a
831 translated version in English

- 832 • a filled-in questionnaire provided to them by the Executive Committee that
833 includes questions on the number of its members, age limit, list of
834 activities, budget and all other possibly relevant information.

835 Executive Committee candidates

836 Candidates for the Executive Committee shall provide in their application form:

- 837 • Filled-in application form that will be made available online

- 838 • A motivation letter,

- 839 • An Outline of their plans are for the organisation or their vision for
840 FYEG
- 841 • Detailed CV
- 842 • Candidates must be proposed by their member organisation and seconded by
843 another FYEG member organisation.
- 844 • One nomination letter from the Member Organisation they belong to. If that
845 is not possible the Member Organisation, of which the candidate is from,
846 must provide an explanation for the rejection of nomination and the
847 possible candidate has the right to provide a letter of justification. The
848 letter will be shared with the delegates of the General Assembly. The
849 General Assembly will decide, through a vote by two-third majority,
850 whether this person is admitted as a candidate or not.

851 Multiple positions holding

852 FYEG strives to have non-cumulation of positions.

853 Executive Committee members have to be able to combine their commitments to FYEG
854 with whatever other tasks they may have. Candidates to the Executive Committee
855 have to lay open what other mandates and functions they have.

856 Secretary General candidates:

857 Secretary General candidates' application must include:

- 858 • a CV
- 859 • a comprehensive motivation letter, explaining how experiences match the
860 profile, what the candidate thinks they can contribute to FYEG. It should
861 also establish a vision of a European political youth organisation's role.
862 Special emphasis is given to experiences within FYEG and other Young Green
863 Organisations.
- 864 • the contact details of two references, preferably employers, supervisors

865 or tutors

866 Further requirements and procedure:

- 867 • A committee for a pre-selection of the candidates will be set up. The
868 committee will consist of 4 people: a current FYEG EC member, a former
869 FYEG Secretary General or office coordinator, one full MO representative
870 and a 4th member (NGO professional worker).

- 871 • Only applications including all required documents and sent before the
872 given deadline will be examined taking into consideration both political
873 and professional skills of the candidates. These candidates will be given
874 a written assignment and interview if this is possible.

- 875 • The committee will assess the candidates' experience and skills.

- 876 • Candidates will be given a month to campaign and are expected to present
877 themselves at the GA. The final decision on the Sec-Gen of FYEG lies with
878 the final vote of the GA of the organisation.

- 879 • In case a candidate is not recommended by the committee, they will still
880 be able to apply for the position and present themselves at the GA, but
881 the candidacy will not be endorsed by the EC.

- 882 • In case the Secretary-General wants to renew their mandate and if by the
883 closing of the deadline for the applications for the Secretary-General
884 there are no other applications received, there is no need for the
885 Selection Committee.

886 FYEG's Representative to the EGP Committee Candidates:

887 Candidates to FYEG's Representative to the EGP Committee must provide:

- 888 • A motivation letter,

- 889 • An outline of their plans are for the organisation or their vision for
890 EGP, specifically as FYEG nominee

- 891 • Detailed CV, highlighting their experiences in FYEG and FYEG Member
892 Organisations

- 893 • A nomination letter from the Member Organisation they belong(ed) to. If
894 that is not possible the Member Organisation, of which the candidate is
895 from, must provide an explanation for the rejection of nomination and the
896 possible candidate has the right to provide a letter of justification.

897 Further requirements and procedure:

- 898 • A committee for a pre-selection of the candidates will be set up. The
899 committee will consist of 4 people: one current/former FYEG EC member, a
900 current/former FYEG Co-Spokesperson, a current/former FYEG Secretary
901 General, and one full Member Organisation representative).

- 902 • Only applications including all required documents and sent before the
903 given deadline will be examined taking into consideration both political
904 and professional skills of the candidates. These candidates will be given
905 an interview if this is possible.

- 906 • The committee will assess the candidates' experience and skills.

- 907 • Candidates are expected to present themselves at the General Assembly. The
908 final decision on the nominee of FYEG to the EGP Committee is made by the
909 General Assembly.

- 910 • In case a candidate is not recommended by the committee, they will still
911 be able to apply for the position and present themselves at the General
912 Assembly, but the candidacy will not be endorsed by the EC.

913 Financial Control and Advisory Committee:

914 Candidates for the Financial Control and Advisory Committee shall provide:

915 • A motivation letter, highlighting their experience in financial management

916 • Detailed CV

917 Ecosprinter Editorial Board:

918 Candidates for the Financial Control and Advisory Committee shall provide:

919 • A motivation letter

920 • Detailed CV

921 Meeting rules to the General Assembly

922 These meeting rules regulate the formal sessions of the General Assembly. The
923 goal of these meeting rules is to make sure that all participants have an as
924 similar understanding of the formalities of the General Assembly as possible.

925 Presidency

926 The General Assembly is presided over by the Presidency. The Presidency consists
927 of four to six people, who must not be candidates to any positions at the
928 General Assembly. In line with the Internal Rules and Procedures, the Presidency
929 is selected by the Executive Committee by an open-call. The General Assembly
930 confirms the Presidency proposed by the Executive Committee before any other
931 decisions are made.

932 The Presidency should elect a chair among themselves. The Chair is the main
933 point of contact for the Executive Committee and the Office during and after the
934 General Assembly.

935 The chair is responsible for making sure that the rest of the Presidency
936 delivers their tasks assigned to them and that all the documents related to the
937 General Assembly (adopted resolutions, minutes, votes and voting cards, and
938 other adopted documents) are finalised handed over the Office and the Executive
939 Committee in the following month after the General Assembly.

940 The Presidency:

- 941 • chairs the meetings and discussions at the General Assembly
- 942 • prepares the resolutions, amendments and voting procedures for the General
943 Assembly
- 944 • is responsible for taking the minutes of the General Assembly
- 945 • decides who speaks, who takes part in discussion and who can also be
946 suspended from discussions.
- 947 • Can call emergency sessions to the agenda. However this change would need
948 confirmation by a simple two-thirds majority of the full members.

949 Agenda:

950 The agenda of the General Assembly is adopted with a simple majority on the
951 first day of the General Assembly.

952 In line with the Statutes, if the member organisations want to add a point to
953 the General Assembly agenda, they should communicate it to the Executive
954 Committee at least 10 days in advance and their proposal must be signed by one-
955 twentieth of the full members.

956 The agenda can only be changed with a simple two-thirds majority of the full
957 members. Proposed changes to the agenda have to be presented in written form to
958 the presidency.

959 Documents that are noted, amended, approved, disapproved at the General
960 Assembly:

961 The power and the role of the General Assembly is detailed in the Internal Rules
962 and Procedures.

963 The Executive Committee, the Secretary General, the Ecosprinter Editorial Board,
964 the Financial Control and Advisory Committee and the Advisory Committee presents
965 their reports for the previous years. These reports are heard by the GA, not
966 voted.

967 The Treasurer presents the annual accounts and financial report of the previous
968 financial year and the budget and the financial plan of the upcoming year. These
969 documents can be amended and voted.

970 The Executive Committee presents the Activity Plan and the Strategy Plan (if
971 applicable) for the upcoming year(s). These documents can be amended and voted.

972 The deadlines for presenting and amending these documents are detailed in the
973 Internal Rules and Procedures.

974 The Presidency is responsible for organising Compromise Amendment Sessions (CAS)
975 to try and find compromises on amendments, so that documents have a higher
976 chance of being adopted.

977 Compromise Amendment Sessions (CAS):

978 The Compromise Amendment Sessions are called CAS in short. Everyone who has
979 speaking rights at the General Assembly can attend the compromise amendment
980 session, and it's advised that all member organisations with voting rights do
981 so.

982 Compromises are made between the member organisations or the body that proposed
983 the original document and the member organisations or the body that proposed the
984 amendment subject to compromise. It is advised to include other interested
985 Member Organisations in this compromise process so as to further broaden
986 consensus.

987 Amendments to existing documents (Statutes, Internal Rules and Procedures,
988 Political Platform) are only subjected to compromise if the compromise is in the
989 scope of an already submitted amendments. The Presidency may declare a
990 compromise amendment ineligible if its scope is different from the original
991 amendment.

992 During the Compromise Amendment Session, the proposer of the resolution presents
993 their resolution. The proposer of the amendment presents their amendment. At
994 this point other parties can declare their positions towards the amendment. The
995 proposer of the resolution can adapt the amendments or seek a compromise. If a
996 compromise is reached, it is shared with the delegates of the General Assembly.
997 Unless a Full Member Organisation or the Executive Committee disputes the
998 compromise, it is considered adopted. If the compromise is disputed, the
999 compromise will be sought until the last day of the General Assembly.

1000 It is encouraged that the CAS sessions are organised in advance of the General
1001 Assembly, following the deadline for amendments which is one week before the

1002 General Assembly. The CAS session can happen online.

1003 In the voting, firstly the compromised amendments on the document as whole are
1004 voted. Afterwards, the document itself is voted on.

1005 Resolutions

1006 • Each resolution should have an international and/or European angle

1007 • Each resolution should be supported by at least one Member Organisation

1008 • A resolution should always have a call to action

1009 • A resolution should preferably be around 5,000 characters but definitely
1010 not more than 10,000

1011 The Executive Committee can recommend review of certain resolutions to the
1012 Presidency.

1013 The Presidency can suggest/demand the proposers of the resolution to withdraw
1014 their resolution or to postpone the resolution to the further General
1015 Assemblies.

1016 Speaking rights and debates:

1017 Speaking rights are open to all members of FYEG bodies, and all registered
1018 participants of the General Assembly.

1019 The presidency ultimately decides which individuals are given the opportunity to
1020 speak.

1021 The speaking time for debates is proposed by the presidency at the beginning of
1022 every debate based on the content of the debate and the time assigned for the
1023 current session in the agenda.

1024 The presidency can change the assigned speaking time based on the time left of
1025 the session to better fit the agenda, as they see fit. This might include
1026 cutting breaks.

1027 The General Assembly can overrule (with a simple two thirds majority) the

1028 presidency's proposals for speaking time. In such cases the new Agenda proposal
1029 must be submitted to the Presidency in a written form.

1030 During sessions where debates will take place, participants will be able to
1031 submit 'speaker cards' before the session. These cards will note if they are
1032 for/against, their Member Organisation and their gender.

1033 In view of the received speaker cards, the Presidency will define the speaker
1034 list. Speakers may still be taken from the floor for balance, but those who
1035 submit cards will be prioritised

1036 The presidency will ensure gender balance on the speaking list. This is done
1037 through a strict quotation of the list. Only as many men are allowed to speak as
1038 non-men are on the list. The only exception is if people are on the list who
1039 haven't participated in the debate up to that point. They will be chosen before
1040 persons that have already made plenty of contributions.

1041 The only exceptions to the speakers list are technical points. If someone has a
1042 technical point, they must signal the presidency and will be given the floor
1043 after the current speaker.

1044 Types of debate:

1045 Open debate: The debate is open to speakers willing to speak for or against the
1046 resolution or amendment being discussed, as well as for contributions that are
1047 neither opposed nor in favour. This debate is often used during the Compromise
1048 Amendment Sessions.

1049 Con-Pro: The debate is organised by an alternation of speakers against and for
1050 the resolution or amendment being discussed. This debate is often used during
1051 the Voting Session of the amendments that goes to vote and the resolutions.

1052 It should be noted that all the compromises should be reached before the voting
1053 session and the point of the con-pro debate is not to reach a compromise but to
1054 explain the positions. Therefore the presidency is encouraged to do only one
1055 round of con-pro debates, and if more than one rounds occur time is monitored by
1056 the presidency to ensure that overall the 'pro' and 'con' sides are both
1057 allocated equivalent speaking time.

1058 Quorum, voting and majorities:

1059 Quorum, voting rules and majorities are defined in the Internal Rules of
1060 Procedures.

1061 Voting rules and majorities are defined in the Internal Rules of Procedures

1062 A quorum check will be called before the voting sessions.

1063 Safer Spaces

1064 The General Assembly is a space where everybody feels safe, and has an equal
1065 opportunity to be heard. The Presidency is responsible for chairing the General
1066 Assembly in line with FYEG's Safer Spaces regulations. The presidency can ban a
1067 participant for misconduct for the remainder of a session.

1068 **Annex 2: Working Group Guidelines**

1069 These guidelines are to serve the Working Groups and the Working Group
1070 coordinators.

1071

1072 Working Group rights and responsibilities:

1073 Working group functions are detailed in the FYEG's Internal Rules of Procedures.
1074 FYEG Working Groups are based on direct democracy and the inclusion of all its
1075 members. Most of the Working Group meetings happen online, through the channels
1076 of internal communication available to them. Working Group members can have
1077 access to usage of the internal communication tools available to FYEG (such as
1078 online meeting softwares). As set out in the Internal Rules of Procedures, the
1079 EC is responsible for setting up a new Working Group and for ending the term of
1080 a Working Group.

1081 Working Groups can (and not only):

1082 • Support FYEG and its bodies in developing policy documents

1083 • Provide feedback to FYEG's internal policies and documents

1084 • Create campaigns

1085 • Create guidelines, templates, training material, and similar material

1086 All the Working Group activities must be in line with the FYEG Political

1087 Platform.

1088

1089 Only FYEG's Executive Committee (EC) has the mandate to speak on behalf of the
1090 organisation and engage in partnerships with other organisations. Therefore, any
1091 external communication or partnership request needs their approval.

1092 When the Working Group has a request for content to be shared via FYEG's
1093 official channels, firstly, it should be approved by the member of the Executive
1094 Committee responsible for the Working Group (hereinafter EC Responsible).

1095 Moreover, if the Working Group decides to engage in external partnerships, sign
1096 letters of external partners (i.e. organisations other than Green Political
1097 Organisations), etc. this must also be approved by the EC Responsible for the
1098 Working Group.

1099 Finally, if the Working Group needs support from the FYEG Office in matters of
1100 communication, administration, finances, etc. the Working Group should
1101 communicate a detailed concept, through the Working Group coordinator, to the EC
1102 Responsible in a timely manner.

1103 Executive Committee responsibilities:

1104 The EC Responsible is the person appointed among the EC members to be
1105 responsible for the Working Group.

1106 They are responsible for:

- 1107 • Initial setup of the Working Group: defining the aims, scope, timeframe,
1108 publishing a call for Working Group members and coordinators

- 1109 • Choosing the first members of the Working Group and the Working Group
1110 coordinators

- 1111 • Meeting with the coordinators to explain their roles and responsibilities

- 1112 • Attend meetings where needed/wanted to (optional) - but in general, it is
1113 more important to be aware what they are up to

- 1114 • Keeping track of all their activities and being aware of how the Working

1115 Group is progressing and what they are up to

1116 • Providing political advice and making sure the Working Group acts in line
1117 with FYEG's Political Platform

1118 • Updating the Working Group on FYEG activities related to their topics and
1119 purposes

1120 The EC responsible has the possibility to exclude someone from the Working Group
1121 on the recommendation of the coordinators or at least three members of the
1122 group. The EC has to be informed of the decision. The person has the possibility
1123 to appeal to the Advisory Committee.

1124 Working Group coordinator responsibilities

1125 A working group should have two coordinators, at least one of them self-
1126 identifying as women, intersex, nonbinary, trans or agender.

1127 If it is impossible to find two coordinators even after the EC responsible's
1128 best efforts to do so, an exemption can be made if approved by the FYEG EC. In
1129 this case, it is required that either the EC responsible or the Working Group
1130 coordinator self-identifies as female, intersex, nonbinary, trans or agender,

1131 Working Group coordinator tasks are as follows:

1132 • Set meetings and agendas for Working Group and notifying members of action
1133 points afterwards (online Working Group meetings should strive to be
1134 planned at least once every two weeks, excluding holidays and exceptional
1135 circumstances)

1136 • Set up the main communication channels

1137 • Main point of contact for EC Responsible

1138 • Keep the EC Responsible up to date on what's happening in the Working
1139 Group

- 1140 • Keep Working Group members informed and updated on EC's feedback and
1141 recommendations

- 1142 • Steer direction: set priorities, what themes/projects they work on,
1143 oversee the work

- 1144 • Coordinate the creation of a Working Group activity plan, guided by the
1145 objectives and goals set out at the beginning

- 1146 • Set up subgroups (if necessary or desired)

- 1147 • They do not need to be involved in every single project or attend every
1148 meeting, but in their absence should delegate project or meeting
1149 moderation to someone else, and keep themselves updated on progress

1150 **Annex 3: Safer Spaces Policy**

1151 Safer spaces are evolving and not static. We have high expectations on how we
1152 behave towards each other in our meetings, actions and social spaces. Making a
1153 space safer means different things depending on the group of people involved as
1154 each group has different needs. This policy aims to be considered in every
1155 meeting involving FYEG, but the document should evolve as we learn and grow.

1156 As an organisation we build social relationships inside and outside of meetings
1157 and actions. We commit to this Safer Spaces policy wherever we are together,
1158 this includes ensuring that ALL spaces are inclusive and harmless.

1159 If someone violates these agreements a discussion or mediation process can
1160 happen, depending on the wishes of the person who was affected. If a serious
1161 violation happens to the extent that someone feels unsafe, they can be asked to
1162 leave the space and/or speak with one member of the Awareness Group. If
1163 necessary, the Sexual Harassment Protocol will be activated.

1164 1. Respect! Racism, as well as ageism, GSRM-phobia, sexism, ableism or
1165 prejudice based on ethnicity, nationality, class, gender, gender presentation,
1166 language ability, asylum status or religious affiliation is unacceptable and
1167 will be challenged. FYEG has a zero-tolerance policy with any kind of
1168 discrimination, even though we acknowledge that there can be different levels in

1169 a breach of a safe space.

1170 2. Be aware of your privileges! Including racial, class and gender privilege
1171 and/or less obvious or invisible hierarchies. Think about how your words,
1172 opinions and feelings are influenced and who they might exclude or harm.

1173 3. Consent! Respect each other's physical and emotional boundaries, always get
1174 explicit verbal consent before touching someone or crossing boundaries. Don't
1175 assume your physical & emotional boundaries are the same as other people's.

1176 4. Friendly use of language! Be aware of the language you use in discussion and
1177 how you relate to others. Try to speak slowly and clearly and use uncomplicated
1178 language especially when non-natives speakers are involved in the conversation.

1179 5. Don't anticipate yourself! Avoid assuming the opinions and identifications of
1180 other participants.

1181 6. Learning; if you don't understand something, just ask. You may be directed to
1182 a book, website or skill share to learn more. It's ok to make mistakes. Please
1183 show appreciation for the hard work of others and be considerate when you offer
1184 criticism.

1185 7. Everyone has their turn; give each person the time and space to speak. In
1186 large groups, or for groups using facilitation: Raise your hand to speak.

1187 8. Calling out; if you have acted or spoken harmfully, even if unintentionally,
1188 expect that someone will bring this up to you. If this happens, listen and
1189 reflect on what they are saying even if you think they may be wrong. Don't try
1190 to absolve yourself of responsibility.

1191 This policy should be expanded with specific measures and practices to promote
1192 the creation of safer spaces.

1193

1194 **The EC, Office and all Prep Teams must organise mandatory reflection/awareness**
1195 **sessions dedicated to discussing power dynamics in relation to sexual/romantic**
1196 **relationships within our Federation, being mindful about how they engage with**
1197 **participants and ethical leadership within FYEG.**

1198 1. **The EC should hold such a reflection/awareness session at a minimum once a**
1199 **year preferably at the first live ECM.**

1200 2. **The Office should hold such a reflection/awareness session at a minimum**
1201 **once a year.**

1202 3. **Prep Teams should hold such a session at least once during a Prep Team**
1203 **meeting before the event they are organizing begins.**

1204 **Discussions on power dynamics and ethical leadership also are incorporated into**
1205 **the onboarding process for new EC members and Office members.**

1206

1207 **Permanent Awareness Team**

1208 **The Permanent Awareness Team consists of one member from the EC and one**
1209 **volunteer that is not a member of the EC. Both members are selected by the EC.**
1210 **This team operates in addition to the event-specific awareness groups and are**
1211 **complementary to those. Members of FYEG should be informed of the existence of**
1212 **this team and know that they can contact them regarding situations that make**
1213 **them feel uncomfortable or if they have concerns about the behaviour of EC**
1214 **Members, Office members, or PT members.**

1215 **The Permanent Awareness Team should be easily accessible via the website, and**
1216 **there should be a contact form available that allows for anonymous submissions.**

1217 **The team is responsible for safeguarding the anonymity of any FYEG members who**
1218 **reach out to them.**

1219 **The Permanent Awareness Team has the authority to make recommendations and**
1220 **propose initiatives in the form of reports to the EC and the General Assembly as**
1221 **needed.**

1222

1223 **Anti sexual harassment protocol**

1224 **FYEG has a zero-tolerance policy on sexual harassment at all its events, within**
1225 **all its structures and during all activities. This protocol is applicable for**
1226 **those participating in an FYEG activity (General Assembly, Strategic Planning**
1227 **Committee, Working Group Meeting or any other activity), members of a Member**
1228 **Organization (MO), or members of an online structure of FYEG, referred to as**
1229 **“this organization” from now onwards in this protocol.**

1230 Anyone who is subject to sexual harassment can approach one of the designated
1231 contact points responsible for receiving complaints of sexual harassment. The
1232 Executive Committee will designate an Awareness Group for anyone presenting
1233 allegations of physical, verbal or online sexual harassment. In accordance with
1234 the IRPs, the Awareness Group will be formed by two persons from the EC who are
1235 of different genders. Additionally, every Prep - Team will designate one person
1236 to be an independent contact person in our projects. However, this person shall
1237 always inform the official contact points if a procedure starts, in the case of
1238 their absence, the main contact will be the Project Manager.

1239 When one of these procedures is open in the organization, the EC as a whole must
1240 be informed of the procedure without details of the people involved or the
1241 presented allegations to respect confidentiality. If a case involves someone
1242 from the EC, the case will be brought to the Advisory Committee (AC). The
1243 Advisory Committee will act as contact points when a case arises, following this
1244 protocol. However, the EC will not be informed until a final decision is made.

1245 Important note:

1246 These procedures will follow general principles such as the privacy of the
1247 survivor, confidentiality of the process and survivor's choice and preference.
1248 We respect the presumption of innocence of any alleged harasser which is why
1249 this procedure is in place and has been approved in the General Assembly.
1250 However, as a feminist organization, we also believe in the principle of
1251 believing the survivor and putting the burden of the proof on the alleged
1252 harasser.

1253 This procedure might be applied to an internal case of a MO if this case is
1254 related to FYEG activity or if the people involved take part in any FYEG
1255 structure. However, we will not be able to extend sanctions or disciplinary
1256 measures beyond FYEG. MOs can however adapt this protocol to their own
1257 organization.

1258 When the designated people receive a complaint of sexual harassment, they shall:

- 1259 1. Immediately record the dates, times and facts of the incident(s);
- 1260 2. ascertain the views of the survivor as to what outcome they want, ensure the
1261 survivor feels safe and ensure the survivor is separated from the alleged
1262 offender unless the survivor wishes otherwise;
- 1263 3. ensure that the survivor and the alleged harasser understands FYEG protocol
1264 for dealing with the complaint;

1265 4. discuss and agree the next steps with the alleged survivor, informal, formal
1266 or outside complaints procedure (police, hospital, embassy, etc.), on the
1267 understanding that choosing to resolve the matter informally does not preclude
1268 the survivor from pursuing a formal complaint if they are not satisfied with the
1269 outcome;

1270 5. keep a confidential record of all discussions. Records will be destroyed if
1271 the alleged survivor requests it, or before the change to a new EC. However, a
1272 record of sanctions and a brief description of the reason will be kept in a safe
1273 place;

1274 6. respect the choice of the survivor;

1275 7. and ensure that the survivor knows that they can lodge the complaint outside
1276 of FYEG through the relevant country/legal framework.

1277 INFORMAL COMPLAINTS PROCEDURE

1278 If the survivor wishes to deal with the matter informally, the designated person
1279 will:

- 1280 • Approach the alleged harasser saying that the behaviour is offensive,
1281 unwelcome and must be stopped;
- 1282 • Inform the harasser that FYEG has a zero tolerance policy on sexual harassment
1283 and that disregarding this policy may result in the person's exclusion from the
1284 organization
- 1285 • give an opportunity to the alleged harasser to respond to the complaint;
- 1286 • ensure that the alleged harasser understands the complaints mechanism;
- 1287 • facilitate discussion between both parties to achieve an informal resolution
1288 which is acceptable to the complainant, provided the alleged survivor agrees,
- 1289 • ensure that a confidential record is kept of what happened;
- 1290 • follow up after the outcome of the complaints mechanism to ensure that the
1291 behaviour has stopped and that there is no risk of its repetition;
- 1292 • And ensure that the above is done accurately and at the latest within 10 days
1293 of the complaint being made. During events, the procedure shall take place
1294 within 48 hours.

1295 FORMAL COMPLAINTS PROCEDURES

1296 If the survivor wants to make a formal complaint or if the informal complaint
1297 mechanism has not led to a satisfactory outcome for the survivor, the formal
1298 complaint mechanism should be used to resolve the matter.

1299 The designated person who initially received the complaint will communicate to
1300 the rest of contact points the opening of a formal complaint procedure. The EC
1301 will be informed of this, respecting the confidentiality of the alleged survivor
1302 and the allegations. The designated person who initially received the complaint
1303 will carry out the investigation with the assistance of the Awareness Group and
1304 the independent contact person at the moment in which allegations were
1305 presented, if any. They will help the investigator with the analysis and
1306 decision making process. A procedure for online harassment shall be developed.

1307 The person carrying out the investigation will:

- 1308 • interview the survivor and the alleged harasser separately
- 1309 • interview other relevant third parties separately
- 1310 • decide whether the incident qualifies as sexual harassment within the meaning
1311 of this protocol
- 1312 • produce a report detailing the investigations, findings and any
1313 recommendations
- 1314 • if the harassment took place, decide what the appropriate remedy for the
1315 survivor is, in consultation with the survivor (i.e. an apology, a change of
1316 structure, suspension..)
- 1317 • follow up to ensure that the recommendations are implemented, that the
1318 behaviour has stopped and that the survivor is satisfied with the outcome
- 1319 • if it cannot determine that the harassment took place, they may still make
1320 recommendations to ensure proper functioning of the organization
- 1321 • keep a record of all actions taken
- 1322 • ensure that all records concerning the matter are kept confidential
- 1323 • ensure that the process is done as quickly as possible and in any event within
1324 15 days of the complaint being made

1325 The general rule is to avoid the presence of the alleged harasser in those
1326 places/structures in which the alleged survivor moves. It is vital that the
1327 wishes and needs of the survivors are incorporated into the outcome of the
1328 complaints mechanism.

1329 A data protection protocol will be developed.

1330 OUTSIDE COMPLAINT MECHANISM

1331 This protocol seeks to create a fast and appropriate response to allegations of
1332 sexual harassment. However, it does not seek to substitute existing regulation
1333 and legislation on this issue. We want to make clear that FYEG wants to be fully
1334 supportive with every decision of the alleged survivor.

1335 A person who has been subject to sexual harassment can at any time make a
1336 complaint outside of the organization. Even though this organization cannot
1337 offer legal advice, the contact point(s) will accompany the person to the
1338 instance this person prefers (hospital, police, ombudsperson, law courts,
1339 embassies, etc.) if they request it.

1340 SANCTIONS AND DISCIPLINARY MEASURES

1341 Anyone who has been found to have sexually harassed another person under the
1342 terms of this policy may be sanctioned. Sanctions may include but are not
1343 limited to one of the following :

- 1344 • Verbal or written warning
- 1345 • Suspension from an elected or non-elected FYEG structure, in line with FYEG
1346 IRPs when appropriate
- 1347 • Dismissal/expulsion

1348 Depending on the seriousness of the allegations, the EC, upon request of the
1349 Awareness Group may suspend someone from taking part in any FYEG structure or
1350 activity during the duration of the process. Confidentiality of the survivor
1351 will be maintained.

1352 In case of sexual harassment, violence or discrimination by a member of an
1353 elected body within FYEG (Financial Control Committee, Advisory Committee or
1354 Ecosprinter Board) the EC can exclude the offender after consulting the full
1355 MOs. (cf. 2.2.2). If the case arises within the EC, the Advisory Committee can
1356 exclude the offender after consulting the full MOs.

1357 The nature of the sanctions will depend on the gravity and extent of the
1358 harassment. Suitable deterrent sanctions will be applied to ensure that
1359 incidents of sexual harassment are not treated as trivial. Certain serious
1360 cases, including physical violence, will result in the immediate dismissal of
1361 the harasser.

1362 Guidelines for persons of contact

1363 Read the protocol and understand every aspect

1364 What is sexual harassment? It is unwanted behaviour of a sexual nature which:

- 1365 • Violates your dignity
- 1366 • Makes you feel intimidated, degraded or humiliated
- 1367 • Creates a hostile or offensive environment

1368 Sexual harassment "can include, but is not limited to", these examples:

- 1369 • Touching, pinching, stroking, squeezing, or brushing against someone
- 1370 • Leering or ogling
- 1371 • Making LGBTIAQ+-phobic or GSRM (Gender, Sexual and Romantic Minorities)-
1372 phobic comments and sexually suggestive signals, winking
- 1373 • Sending unwanted e-mails, text messages, posting sexually-explicit jokes
1374 or content on FYEG communication channels
- 1375 • Sexual comments or jokes
- 1376 • Making insults based on a person's sex or rating their sexuality

- 1377 • Turning work discussions to sexual topics

- 1378 • Physical behaviour, including unwanted sexual advances, touching and
1379 various forms of sexual assault

- 1380 • Displaying pictures, photos or drawings of a sexual nature

1381 Remember: Whether harassing intentionally or unintentionally, we all have a
1382 responsibility to monitor our behaviour and respect each other. Anyone who
1383 reports an incident has the right to remain anonymous. They also have the right
1384 to feel safe and respected.

1385 Listen and Support

1386 It's tough to be prepared when someone tells you that they have been the
1387 survivor of sexual harassment. Remember, you can only provide support

1388 Support and understanding are essential. It takes a lot of courage for a
1389 survivor to share their experience;

1390 Try to provide a safe/non-judgmental environment, emotional comfort and support
1391 for the survivor to express feelings;

1392 Let them know that they can talk with you. Listen. Don't rush to provide
1393 solutions.

1394 Believe

1395 The most common reason people choose not to tell anyone about sexual abuse is
1396 the fear that the listener won't believe them. People rarely lie or exaggerate
1397 about abuse; if someone tells you, it's because they trust you and needs someone
1398 to talk to.

1399 People rarely make up stories of abuse. It is not necessary for you to decide if
1400 they were "really hurt." If the survivor says they were hurt, that should be
1401 enough

1402 Believe what the person tells you. It may have been difficult for them to talk
1403 to you and trust you. Unless proven wrong harassment has happened.

1404 Reassure

1405 Sexual assault is NEVER the survivor's fault. No one asks to be sexually
1406 assaulted by what they wear, say or do. Let the survivor know that only the
1407 perpetrator is to blame;

1408 The survivor needs to hear that fears, anxieties, guilt and anger are normal,
1409 understandable and acceptable emotions;

1410 Remember, no one ever deserves to be abused or harassed.

1411 Be Patient

1412 Don't press for details – let the person decide how much to tell you. Ask them
1413 how you can help;

1414 Survivors have to struggle with complex decisions and feelings of powerlessness,
1415 trying to make decisions for them may only increase that sense of powerlessness;

1416 You can be supportive by helping them to identify all the available options and
1417 then help them by supporting their decision making process (here refer to the
1418 protocol).

1419 The survivor can't just "forget it" or just move on. Recovery is a long term
1420 process and each individual moves at their own pace

1421 Encourage

1422 Encourage the survivor to seek medical attention, report the assault, and or
1423 contact a professional if needed. Remember, the survivor must ultimately make
1424 the decision as to what to do. They are the experts in their own lives. Don't
1425 push. Remember, support their choices no matter what they decide.

1426 Respect Privacy - Confidentiality

1427 Don't tell others what the survivor tells you. Let the individual decide who
1428 they will tell. It is important not to share information with others who are not
1429 involved;

1430 If you do need to share information for their safety, get permission by letting
1431 them know what you will share and with whom it will be shared; ie. the rest of
1432 contact points in case of a formal complaint

1433 Establish Safety

1434 An important part of helping the survivor is to identify ways in which the
1435 survivor can re-establish their sense of physical and emotional safety. You are
1436 a step in the process. Ask them what would make them feel safe and how you can
1437 help them accomplish this.

1438 If the stalking or harassment is ongoing, help them to develop a plan of what to
1439 do if they are in immediate danger. Having a specific plan and preparing in
1440 advance can be important if the harassment escalates.

1441 Things you can say

1442 It is hard to know what to say to a person when they confide in you. Refrain
1443 from asking a lot of questions, instead, support them with these phrases. Let
1444 the person know that you believe that they have the strength and capacity to
1445 heal.

1446 • It's not your fault

1447 • I'm sorry this happened

1448 • I believe you

1449 • How can I help you?

1450 • I am glad you told me

1451 • I'll support your choices

1452 • You're not alone

1453 Use of inclusive language

1454 FYEG aims to use language in its communications and its events that reflects the
1455 level of English spoken within an organisation of mostly non-native speakers.

1456 FYEG promotes the use of inclusive and accessible language within the
1457 organisation. FYEG attempts to reduce the shame of using simple language. We do
1458 this to make sure that everyone feels welcome to participate and contribute.