

I1 Internal Rules of Procedure

Proposer: FYEG
Agenda item: 9. 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 Changes to the statutory and internal organisational documents take effect from
163 the first working day after the GA meeting where they were changed, except when
164 the GA votes for their immediate implementation through a second vote requiring
165 an absolute two-thirds majority. Persons elected by the General Assembly will
166 start their mandate from the first working day after the GA meeting where they
167 were elected, unless other rules apply for their mandate.

168 **2.4. Deadlines and calls**

169 The call for hosting the General Assembly must be sent as soon as possible, no
170 later than 7 months before the tentative dates of the GA. The call must be open
171 at least one month. The selection of the hosting organisation is done by the
172 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 of all participants

177 delegates

178 the executive committee (if applicable)

179 the secretary general (if applicable)

180 the financial control and advisory committee

181 the ecosprinter editorial board

182 the FYEG representative to the EGP committee

183 the presidency

184 9 weeks before the General Assembly is the deadline for:

185 applications of presidency

186 Between 10 and 7 weeks before the GA

187 The Executive Committee must also organise an online information session,
188 explaining the functioning of the General Assembly and promoting the different
189 open positions.

190 6 weeks before the General Assembly is the deadline for:

191 registration of delegates

192 applications of organisations for associate, candidate or full membership

193 applications of Secretary General candidates

194 applications for the FYEG nominee to the EGP Committee

195 4 Weeks before the General Assembly is the deadline for:
196 submission of resolutions
197 amendments to the Political Platform, the Internal Rules and Procedures and the
198 Strategic Plan
199 Reports and Plans to be sent out to Member Organisations
200 Executive Committee candidates
201 Financial Control and Advisory Committee candidates
202 Ecosprinter Editorial Board candidates
203 the submission of proposals to add point to the GA agenda, any such proposal
204 must be signed by one-twentieth of the full member organisations, as detailed in
205 the Statutes
206 In case the number of candidates is less than the number of positions open
207 and/or if the gender quota is not met, the Executive Committee will re-open the
208 call for additional candidates of the underrepresented gender and/or positions
209 with lacking candidates.
210 3 weeks before the General Assembly is the deadline for:
211 publication of Candidacies
212 publication of Executive Committee recommendations on potential member
213 organisations (for full, candidate or associate membership)
214 publication of Executive Committee recommendations on exclusion and/or
215 suspension of member organisations
216 sending the GA agenda, as detailed in the Statutes

217 2 weeks before the General Assembly is the deadline for:

218 MOs to express their support for candidates

219 1 week before the General Assembly is the deadline for:

220 amendments to the resolutions and Plans

221 Other deadlines:

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

225 **2.5. Submission of resolutions and amendments**

226 At the general assembly Full Member Organisations and the Executive Committee
227 have the right to submit resolutions, and amendments to resolutions, the
228 political platform, the activity and financial plan, the strategic plan, other
229 plans tabled by the EC, the statutes and the IRPs, bearing in mind the deadlines
230 specified under 2.4. Support of 3 Full Member Organizations is needed in order
231 to table an emergency resolution.

232 **2.6. Presidency**

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

235 The Presidency then:

236 chairs the meetings and discussions at the General Assembly

237 prepares the resolutions, amendments and voting procedures for the General

238 Assembly

239 is responsible for taking the minutes of the General Assembly

240 The Presidency:

241 consists of four to six people who must not be candidates to any positions at

242 the General Assembly.

243 can be suspended and simultaneously replaced with an absolute two-third majority
244 by the assembly. Such a vote of no-confidence can be demanded by at least 5% of
245 the delegates, who must present people for the new 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. Abstentions are not considered in the count.

299 Examples:

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

302 10 yes; 10 no; 0 abstentions. not passed. 10 yes, 9 no, 1 abstention: passed.

303 Absolute majority

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

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

309 Examples:

310 20 voters registered: need 11 or more yes votes.

311 21 voters registered: need 11 or more yes votes.

312 22 voters registered: need 12 or more yes votes.

313 Simple two-thirds majority

314 Two thirds of the votes cast.

315 Absolute two-thirds majority

316 Two thirds of the number of votes registered.

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

320 Examples:

321 20 voters: need 14 yes or more votes.

322 21 voters registered: need 14 or more yes votes.

323 22 voters registered: need 15 or more yes votes.

324 **3.2. Election of candidates**

325 **3.2.1. Principles**

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

330 **3.2.2. Procedures**

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

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

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

340 0 - All ballots are inspected to determine that candidates have received a
341 simple majority of any kind of ranking on cast ballots. If not, they will be

342 excluded from the election.

343 1 – The candidates who have reached the election quota (i.e. election threshold)
344 are elected.

345 2 – If some positions are still available, the following process starts:

346 2a – The left-over votes on candidates reaching the election threshold are
347 redistributed according to second preferences, using the Single Transferable
348 Vote system of distribution.

349 2b – If one or more candidates have reached the election threshold, that/those
350 candidate(s) are elected in order from highest to lowest vote count. The process
351 then starts again from point (2).

352 2c – If no candidate reaches the threshold in this way, the candidate with the
353 lowest amount of votes is removed from the election. The ballot-papers that
354 ranked this candidate as their first remaining preference are redistributed
355 according to their second preference. The process is then restarted (1).

356 2d - If, following the calculation of the election result, one or more
357 candidates is elected who is ineligible due to quota regulations, these
358 candidates (who had the least number of votes) are removed from the pool of
359 candidates and the entire election is recalculated. That is to say, the election
360 is recalculated, and each time the ineligible candidate would have received a
361 preference vote, the vote instead goes to the voter's next preference.

362 **3.2.3. Exceptions**

363 At the General Assembly:

364 Concerning the Executive Committee elections:

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

367 Concerning the Advisory Committee:

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

371 Between General Assemblies:

372 Concerning the replacement of a resigned Executive Committee member:

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

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

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

378 **3.3. Electronic voting**

379 The Executive Committee can call for an electronic vote between General
380 Assemblies in urgent matters. It is the duty of the Executive Committee to
381 provide enough information for the full Member Organisations to make an informed
382 decision.

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

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

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

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

391 **3.4. Tiebreakers**

392 **3.4.1. Tiebreakers on point of substance**

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

399 **3.4.2. Tiebreakers relating to elections**

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

404 **3.5. Dismissal of elected persons**

405 **3.5.1. Dismissal of Executive Committee member**

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

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

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

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

415 **3.5.2. Dismissal of Secretary-General**

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

425 If quorum is reached (as detailed in the Statutes) and a simple two-thirds
426 majority is found at the additional General Assembly for dismissing the
427 Secretary-General, the Secretary-General is dismissed. The Executive Committee
428 can propose dismissal of the Secretary General, with two-thirds of the votes of
429 the members of the EC. The Member Organisations must be notified within 8 days
430 about the decision and the Executive Committee must appoint a Secretary-General
431 ad interim within 8 weeks after the decision of the Executive Committee. The

432 Secretary General ad interim will continue until the election of a new Secretary
433 General at the subsequent General Assembly. The new interim Secretary-General
434 will take over the mandate over the former Secretary-General, expiring whenever
435 the former Secretary-General's mandate would have expired. They have all the
436 powers and responsibilities of the former Secretary-General.

437 **3.6. Gender quota**

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

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

443 **4. Bodies**

444 **4.1. Administrative Board**

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

449 **4.2. Executive Committee**

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

453 The Executive Committee strives to reach consensus, with any member able to call
454 a vote if consensus cannot be reached; decisions are made by a simple majority,
455 disregarding abstentions. If no majority is secured after two consecutive votes,
456 the decision is postponed to the next meeting for further attempts to reach a
457 consensus. If voting fails again in the subsequent meeting, the decision is
458 deemed against.

459 The Executive Committee is composed of eight people:

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

461 "Who can only do a maximum of three total mandates"

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

463 Any individual can hold a maximum of two different mandates in one particular
464 role within the EC across the course of their lifetime. For example, they could
465 be Co-spokesperson for two mandates, and EC member for one mandate, but they
466 could not be Co-spokesperson for three mandates.

467 An EC member is either a co-spokesperson, a treasurer or a regular EC member:
468 the roles cannot be accumulated.

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

470 A mandate is the period between one Annual GA to the next Annual GA. The EC's
471 mandate is entrusted by the GA, and this should be reflected in the EC's work
472 and attitudes. This also means that the EC as a whole, or individual EC members
473 can be held accountable to the GA in the instance of working against the
474 interest of the GA.

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

478 The Executive Committee:

479 rules when an absolute majority of its members are present and/or involved in
480 the decision-making process through online channels,

481 is responsible for the relations with the Member Organisations,

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

484 oversees the implementation of the activity plan as decided by the General
485 Assembly

486 receives and handles applications from organisations that wish to join FYEG and
487 produces a report for the General Assembly including voting recommendation

488 can engage FYEG in partnerships with external movements, networks and
489 organisations

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

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

494 EC members need to ensure a good transfer of knowledge when their mandate comes
495 to an end with a proper handover. The handover should take place within 3 weeks
496 of the tasks being divided.

497 **4.2.1. Spokespeople**

498 The Spokespersons:

499 Coordinate the Executive Committee

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

502 Represent FYEG with the Partners and attend European Green Party Committee
503 meetings

504 Are responsible for the secretariat

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

507 **4.2.2. Treasurer**

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

511 prepares the financial report to the Executive Committee and to the General
512 Assembly

513 prepares a budget plan for the General Assembly

514 has regular meetings with the Office to check the budget

515 The mandate of the treasurer is further stated in the internal delegation order
516 of FYEG, adopted by the Executive Committee on an annual basis

517 **4.3. Secretary-General**

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

522 The tasks of the Secretary General include:

523 the legal representation of the organisation

524 Managing the FYEG Secretariat and making sure that each office member fulfils
525 their responsibilities and tasks

526 Facilitating and assisting the work of the Executive Committee

527 Overseeing the HR processes

528 Overseeing the execution of FYEG Activity Plan

529 Overseeing FYEG finances, including fundraising, reporting, handling FYEG bank
530 accounts, accounting,

531 Making sure that the statutory deadlines and process are respected

532 Overseeing the organisation of the statutory activities

533 Overseeing FYEG's external communications and campaigns

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

536 Maintaining good contacts with FYEG's partners and Member Organisations and
537 other stakeholders

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

540 **4.4. FYEG's Representative to the European Green** 541 **Party Committee**

542 As outlined in the Statutes and the Rule Book of the European Green Party, the
543 Committee is the executive body of the European Green Party and is responsible

544 for its political and strategical development and functioning within the budget
545 and the guidelines approved by the Congress. The Committee consists of 13
546 members, out of which 4 are elected for specific functions, 8 regular members
547 and 1 seat nominated by FYEG.

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

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

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

562 **4.5. Financial Control and Advisory Committee**

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

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

567 The FCAC's tasks include:

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

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

574 Providing recommendations to FYEG Treasurer and Secretary General regarding the
575 financial management and the financial orientations of FYEG.

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

578 **4.6. Office**

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

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

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

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

588 **4.7. Advisory Committee**

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

594 providing their shared experience on a specific subject

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

597 providing general or specific mentorship for Executive Committee members on an
598 individual needs basis.

599 If requested by the Executive Committee, advising the Executive Committee on
600 organisational and structural matters

601 In order to enable the Advisory Committee to fulfil this tasks it is granted the
602 following:

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

605 access to the online storing spaces of the Executive Committee, without editing
606 rights.

607 attendance at online or offline meetings of the Executive Committee

608 During its duty, the Advisory Committee must respect the secrecy of internal
609 matters. At the General Assembly, the Advisory Committee must present a brief
610 overview of the functioning of the Executive Committee and office. If prompted,
611 the Advisory Committee make recommendation within 8 weeks, after oral or written
612 consultation of involved parties, and to the best of all members' knowledge.
613 Recommendation of the Advisory Committee have to be provided in written form to
614 parties involved.

615 **4.8. Working Group**

616 Working groups have the following functions within FYEG :

617 helping with the acquirement and create professional documents on current and
618 selected topics

619 providing the groundwork for the formulation of political positions

620 promoting the involvement of Member Organisations and green activists in FYEG
621 Working Groups

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

623 supporting the Executive Committee, office and prep-teams in the organisation of
624 events and campaigns

625 supporting the Executive Committee and Prep-teams in policy related preparations
626 for FYEG events

627 Working groups are formed by the Executive Committee, with a defined scope, aim,
628 working area and timeframe. This defined scope is outlined by the Executive
629 Committee responsible for the working group and working group coordinators at
630 the start of the mandate to complement FYEG's priorities. The creation of a
631 working group may be planned in the annual activity plan adopted by the General
632 Assembly but the Executive Committee may also decide to create ad-hoc working
633 groups.

634 Working groups must not work against the political platform of FYEG. Further

635 details on how to form, manage and communicate Working Groups is detailed in the
636 Annex - 2 Working Groups Guidelines.

637 **4.9. Ecosprinter Editorial Board**

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

641 The mission of the Ecosprinter is to:

642 provide a forum for commentary and internal debate

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

644 inform about European Green policies and politics

645 report and comment about culture, politics and discussions they believe are of
646 importance.

647 The Ecosprinter Editorial Board:

648 consist of three members

649 has to be gender-balanced

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

651 work on the mission and development of the Ecosprinter

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

657 **4.10. Conflict of Interest**

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

661 - the nature of the conflict of interest must appear in the minutes of the
662 meeting,

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

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

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

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

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

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

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

682 **5. Relations with other organisations**

683 **5.1. General principles**

684 FYEG may:

685 become a member of other organisations/networks

686 become a temporary or permanent partner of other
687 organisations/networks/alliances

688 set up new organisations and networks

689 The Executive Committee may take the decision to become a temporary or permanent
690 partner of other organisation/networks/alliances. The decision to become a
691 member of other organisations/networks or to set up new organisations/networks
692 should be approved by the General Assembly.

693 Furthermore the EC must:

694 provide a list of organisations that FYEG is a member of, as well as a
695 description of FYEG's rights and responsibilities and the contact details of the
696 concerned organisations

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

699 **5.2. European Green Party**

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

703 **5.3. Cooperation and Development Network Eastern** 704 **Europe**

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

708 **5.4. Global Young Greens**

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

711 **6. Event Management**

712 **6.1. Participants**

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

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

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

719 **6.2. Prep Team**

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

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

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

726 strive for gender and geographical balance

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

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

731 **6.3. Alcohol and intoxicating substances**

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

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

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

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

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

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

748 **7. Financial Management**

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

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

754 The General Assembly approves of the yearly Budget Report and amends and adopts
755 the yearly Budget Plan

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

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

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

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

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

767 **7.1. Travel Reimbursements**

768 The reimbursement rules, procedures and deadlines are shared with the
769 participants of each events. Each event and activity has its own rules,
770 procedures and deadlines in line with the rules and procedures of the funders of
771 the activity.

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

773 the participant attended at least 75% of the meeting

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

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

778 **7.1.1. Reimbursement practicalities**

779 Train and other public transport travel costs are reimbursed on the basis of a
780 2nd class ticket or a 1st class if that option is cheaper.

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

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

784 Direct flights as well as combinations of direct flights with ground
785 transportation are to be preferred over multistop flights due to the increased
786 emissions from multiple starts and landings. Due to the high levels of
787 emissions, plane-travel in general should be avoided as much as possible.

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

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

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

795 FYEG uses the official conversion rates of the European Commission for
796 currencies other than Euro:

797 ec.europa.eu/budget/contracts_grants/info_contracts/inforeuro/inforeuro_en.cfm
798 based on the date of expense if no other donor guidelines apply. Exceptions are
799 payments with credit cards when the documented conversion rates of the credit
800 card company apply based on credit card payments statements.

801 **7.2. Participation fees**

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

804 **7.3. Expenses covered**

805 **7.3.1. Food and food supplies**

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

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

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

813 **7.3.2. Child care**

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

821 **7.4. Executive Committee Members allowance**

822 The members of FYEG Executive Committee are entitled to a monthly allowance up
823 to a maximum of 135 EUR per month. The FYEG EC members are free to claim the
824 allowance depending on their need.

825 The allowance is meant to cover preparation and participation in the following
826 meetings:

827 FYEG activities, including regular EC meetings;

828 EGP Committee Meetings and Councils;

829 Study Visits to Member Organisations approved by the EC;

830 Other events or meetings approved by the EC.

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

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

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

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

840 **Application Requirements & Procedures for Candidates**

841 Applicant Organisations

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

846 Their application shall contain:

847 a letter signed by their board stating the reason and motivation for their
848 application

849 a copy of the original statutes and a translated version in English

850 a copy of their political platform (or comparable document) and a translated
851 version in English

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

855 Executive Committee candidates

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

857 Filled-in application form that will be made available online

858 A motivation letter,

859 An Outline of their plans are for the organisation or their vision for FYEG

860 Detailed CV

861 Candidates must be proposed by their member organisation and seconded by another
862 FYEG member organisation.

863 One nomination letter from the Member Organisation they belong to. If that is
864 not possible the Member Organisation, of which the candidate is from, must
865 provide an explanation for the rejection of nomination and the possible
866 candidate has the right to provide a letter of justification. The letter will be
867 shared with the delegates of the General Assembly. The General Assembly will
868 decide, through a vote by two-third majority, whether this person is admitted as
869 a candidate or not.

870 Multiple positions holding

871 FYEG strives to have non-cumulation of positions.

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

875 Secretary General candidates:

876 Secretary General candidates' application must include:

877 a CV

878 a comprehensive motivation letter, explaining how experiences match the profile,
879 what the candidate thinks they can contribute to FYEG. It should also establish
880 a vision of a European political youth organisation's role. Special emphasis is
881 given to experiences within FYEG and other Young Green Organisations.

882 the contact details of two references, preferably employers, supervisors or
883 tutors

884 Further requirements and procedure:

885 A committee for a pre-selection of the candidates will be set up. The committee

886 will consist of 4 people: a current FYEG EC member, a former FYEG Secretary
887 General or office coordinator, one full MO representative and a 4th member (NGO
888 professional worker).

889 Only applications including all required documents and sent before the given
890 deadline will be examined taking into consideration both political and
891 professional skills of the candidates. These candidates will be given a written
892 assignment and interview if this is possible.

893 The committee will assess the candidates' experience and skills.

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

897 In case a candidate is not recommended by the committee, they will still be able
898 to apply for the position and present themselves at the GA, but the candidacy
899 will not be endorsed by the EC.

900 In case the Secretary-General wants to renew their mandate and if by the closing
901 of the deadline for the applications for the Secretary-General there are no
902 other applications received, there is no need for the Selection Committee.

903 FYEG's Representative to the EGP Committee Candidates:

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

905 A motivation letter,

906 An outline of their plans are for the organisation or their vision for EGP,
907 specifically as FYEG nominee

908 Detailed CV, highlighting their experiences in FYEG and FYEG Member
909 Organisations

910 A nomination letter from the Member Organisation they belong(ed) to. If that is
911 not possible the Member Organisation, of which the candidate is from, must
912 provide an explanation for the rejection of nomination and the possible
913 candidate has the right to provide a letter of justification.

914 Further requirements and procedure:

915 A committee for a pre-selection of the candidates will be set up. The committee

916 will consist of 4 people: one current/former FYEG EC member, a current/former
917 FYEG Co-Spokesperson, a current/former FYEG Secretary General, and one full
918 Member Organisation representative).

919 Only applications including all required documents and sent before the given
920 deadline will be examined taking into consideration both political and
921 professional skills of the candidates. These candidates will be given an
922 interview if this is possible.

923 The committee will assess the candidates' experience and skills.

924 Candidates are expected to present themselves at the General Assembly. The final
925 decision on the nominee of FYEG to the EGP Committee is made by the General
926 Assembly.

927 In case a candidate is not recommended by the committee, they will still be able
928 to apply for the position and present themselves at the General Assembly, but
929 the candidacy will not be endorsed by the EC.

930 Financial Control and Advisory Committee:

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

932 A motivation letter, highlighting their experience in financial management

933 Detailed CV

934 Ecosprinter Editorial Board:

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

936 A motivation letter

937 Detailed CV

938 Meeting rules to the General Assembly

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

942 Presidency

943 The General Assembly is presided over by the Presidency. The Presidency consists
944 of four to six people, who must not be candidates to any positions at the
945 General Assembly. In line with the Internal Rules and Procedures, the Presidency
946 is selected by the Executive Committee by an open-call. The General Assembly
947 confirms the Presidency proposed by the Executive Committee before any other
948 decisions are made.

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

952 The chair is responsible for making sure that the rest of the Presidency
953 delivers their tasks assigned to them and that all the documents related to the
954 General Assembly (adopted resolutions, minutes, votes and voting cards, and
955 other adopted documents) are finalised handed over the Office and the Executive

956 Committee in the following month after the General Assembly.

957 The Presidency:

958 chairs the meetings and discussions at the General Assembly

959 prepares the resolutions, amendments and voting procedures for the General
960 Assembly

961 is responsible for taking the minutes of the General Assembly

962 decides who speaks, who takes part in discussion and who can also be suspended
963 from discussions.

964 Can call emergency sessions to the agenda. However this change would need
965 confirmation by a simple two-thirds majority of the full members.

966 Agenda:

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

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

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

976 Documents that are noted, amended, approved, disapproved at the General
977 Assembly:

978 The power and the role of the General Assembly is detailed in the Internal Rules
979 and Procedures.

980 The Executive Committee, the Secretary General, the Ecosprinter Editorial Board,
981 the Financial Control and Advisory Committee and the Advisory Committee presents
982 their reports for the previous years. These reports are heard by the GA, not
983 voted.

984 The Treasurer presents the annual accounts and financial report of the previous
985 financial year and the budget and the financial plan of the upcoming year. These
986 documents can be amended and voted.

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

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

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

994 Compromise Amendment Sessions (CAS):

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

999 Compromises are made between the member organisations or the body that proposed
1000 the original document and the member organisations or the body that proposed the
1001 amendment subject to compromise. It is advised to include other interested
1002 Member Organisations in this compromise process so as to further broaden
1003 consensus.

1004 Amendments to existing documents (Statutes, Internal Rules and Procedures,

1005 Political Platform) are only subjected to compromise if the compromise is in the
1006 scope of an already submitted amendments. The Presidency may declare a
1007 compromise amendment ineligible if its scope is different from the original
1008 amendment.

1009 During the Compromise Amendment Session, the proposer of the resolution presents
1010 their resolution. The proposer of the amendment presents their amendment. At
1011 this point other parties can declare their positions towards the amendment. The
1012 proposer of the resolution can adapt the amendments or seek a compromise. If a
1013 compromise is reached, it is shared with the delegates of the General Assembly.
1014 Unless a Full Member Organisation or the Executive Committee disputes the
1015 compromise, it is considered adopted. If the compromise is disputed, the
1016 compromise will be sought until the last day of the General Assembly.

1017 It is encouraged that the CAS sessions are organised in advance of the General
1018 Assembly, following the deadline for amendments which is one week before the
1019 General Assembly. The CAS session can happen online.

1020 In the voting, firstly the compromised amendments on the document as whole are
1021 voted. Afterwards, the document itself is voted on.

1022 Resolutions

1023 Each resolution should have an international and/or European angle

1024 Each resolution should be supported by at least one Member Organisation

1025 A resolution should always have a call to action

1026 A resolution should preferably be around 5,000 characters but definitely not
1027 more than 10,000

1028 The Executive Committee can recommend review of certain resolutions to the
1029 Presidency.

1030 The Presidency can suggest/demand the proposers of the resolution to withdraw
1031 their resolution or to postpone the resolution to the further General
1032 Assemblies.

1033 Speaking rights and debates:

1034 Speaking rights are open to all members of FYEG bodies, and all registered

1035 participants of the General Assembly.

1036 The presidency ultimately decides which individuals are given the opportunity to
1037 speak.

1038 The speaking time for debates is proposed by the presidency at the beginning of
1039 every debate based on the content of the debate and the time assigned for the
1040 current session in the agenda.

1041 The presidency can change the assigned speaking time based on the time left of
1042 the session to better fit the agenda, as they see fit. This might include
1043 cutting breaks.

1044 The General Assembly can overrule (with a simple two thirds majority) the
1045 presidency's proposals for speaking time. In such cases the new Agenda proposal
1046 must be submitted to the Presidency in a written form.

1047 During sessions where debates will take place, participants will be able to
1048 submit 'speaker cards' before the session. These cards will note if they are
1049 for/against, their Member Organisation and their gender.

1050 In view of the received speaker cards, the Presidency will define the speaker
1051 list. Speakers may still be taken from the floor for balance, but those who
1052 submit cards will be prioritised

1053 The presidency will ensure gender balance on the speaking list. This is done
1054 through a strict quotation of the list. Only as many men are allowed to speak as
1055 non-men are on the list. The only exception is if people are on the list who
1056 haven't participated in the debate up to that point. They will be chosen before
1057 persons that have already made plenty of contributions.

1058 The only exceptions to the speakers list are technical points. If someone has a
1059 technical point, they must signal the presidency and will be given the floor
1060 after the current speaker.

1061 Types of debate:

1062 Open debate: The debate is open to speakers willing to speak for or against the
1063 resolution or amendment being discussed, as well as for contributions that are
1064 neither opposed nor in favour. This debate is often used during the Compromise
1065 Amendment Sessions.

1066 Con-Pro: The debate is organised by an alternation of speakers against and for

1067 the resolution or amendment being discussed. This debate is often used during
1068 the Voting Session of the amendments that goes to vote and the resolutions.

1069 It should be noted that all the compromises should be reached before the voting
1070 session and the point of the con-pro debate is not to reach a compromise but to
1071 explain the positions. Therefore the presidency is encouraged to do only one
1072 round of con-pro debates, and if more than one rounds occur time is monitored by
1073 the presidency to ensure that overall the 'pro' and 'con' sides are both
1074 allocated equivalent speaking time.

1075 Quorum, voting and majorities:

1076 Quorum, voting rules and majorities are defined in the Internal Rules of
1077 Procedures.

1078 Voting rules and majorities are defined in the Internal Rules of Procedures

1079 A quorum check will be called before the voting sessions.

1080 Safer Spaces

1081 The General Assembly is a space where everybody feels safe, and has an equal
1082 opportunity to be heard. The Presidency is responsible for chairing the General
1083 Assembly in line with FYEG's Safer Spaces regulations. The presidency can ban a
1084 participant for misconduct for the remainder of a session.

1085 (Queer-)Feminist Council

1086 On a point of order, the women, intersex, nonbinary, trans and agender
1087 participants present and entitled to vote may decide whether they wish to hold a
1088 Feminist Council. The motion is dealt with with one pro and one con speech, with
1089 only those eligible to vote on the motion able to speak; the debate can be
1090 opened up beyond these two speeches. The Feminist Council then deliberates for
1091 up to one hour in the absence of the other participants and informs the entire
1092 body of the outcome after the end of the Feminist Council. The Feminist Council
1093 is considered part of the respective body. The organizers are responsible for a
1094 parallel programme dealing with a feminist policy topic for all those not
1095 participating in the Feminist Council.

1096 At the Feminist Council, women, intersex, nonbinary, trans and agender people
1097 can issue a Feminist vote. In the case of motions that affect the right of self-
1098 determination of women, intersex, nonbinary, trans or agender people in terms of
1099 form or content or that particularly affect women, intersex, nonbinary, trans or
1100 agender people, the Feminist Council has the opportunity to hold a separate vote

1101 among women, intersex, nonbinary, trans or agender people before the assembly
1102 vote. This Feminist vote is a strong and urgent recommendation to the assembly
1103 and shall be understood as such. The feminist vote is a non-binding
1104 recommendation.

1105 Annex 2: Working Group Guidelines

1106 These guidelines are to serve the Working Groups and the Working Group
1107 coordinators.

1108 Working Group rights and responsibilities:

1109 Working group functions are detailed in the FYEG's Internal Rules of Procedures.
1110 FYEG Working Groups are based on direct democracy and the inclusion of all its
1111 members. Most of the Working Group meetings happen online, through the channels
1112 of internal communication available to them. Working Group members can have

1113 access to usage of the internal communication tools available to FYEG (such as
1114 online meeting softwares). As set out in the Internal Rules of Procedures, the
1115 EC is responsible for setting up a new Working Group and for ending the term of
1116 a Working Group.

1117 Working Groups can (and not only):

1118 Support FYEG and its bodies in developing policy documents

1119 Provide feedback to FYEG's internal policies and documents

1120 Create campaigns

1121 Create guidelines, templates, training material, and similar material

1122 All the Working Group activities must be in line with the FYEG Political
1123 Platform.

1124 Only FYEG's Executive Committee (EC) has the mandate to speak on behalf of the
1125 organisation and engage in partnerships with other organisations. Therefore, any
1126 external communication or partnership request needs their approval.

1127 When the Working Group has a request for content to be shared via FYEG's
1128 official channels, firstly, it should be approved by the member of the Executive

1129 Committee responsible for the Working Group (hereinafter EC Responsible).

1130 Moreover, if the Working Group decides to engage in external partnerships, sign
1131 letters of external partners (i.e. organisations other than Green Political
1132 Organisations), etc. this must also be approved by the EC Responsible for the
1133 Working Group.

1134 Finally, if the Working Group needs support from the FYEG Office in matters of
1135 communication, administration, finances, etc. the Working Group should
1136 communicate a detailed concept, through the Working Group coordinator, to the EC
1137 Responsible in a timely manner.

1138 Executive Committee responsibilities:

1139 The EC Responsible is the person appointed among the EC members to be
1140 responsible for the Working Group.

1141 They are responsible for:

1142 Initial setup of the Working Group: defining the aims, scope, timeframe,
1143 publishing a call for Working Group members and coordinators

1144 Choosing the first members of the Working Group and the Working Group
1145 coordinators

1146 Meeting with the coordinators to explain their roles and responsibilities

1147 Attend meetings where needed/wanted to (optional) - but in general, it is more
1148 important to be aware what they are up to

1149 Keeping track of all their activities and being aware of how the Working Group
1150 is progressing and what they are up to

1151 Providing political advice and making sure the Working Group acts in line with
1152 FYEG's Political Platform

1153 Updating the Working Group on FYEG activities related to their topics and
1154 purposes

1155 The EC responsible has the possibility to exclude someone from the Working Group
1156 on the recommendation of the coordinators or at least three members of the
1157 group. The EC has to be informed of the decision. The person has the possibility
1158 to appeal to the Advisory Committee.

1159 Working Group coordinator responsibilities

1160 A working group should have two coordinators, at least one of them self-
1161 identifying as women, intersex, nonbinary, trans or agender.

1162 If it is impossible to find two coordinators even after the EC responsible's
1163 best efforts to do so, an exemption can be made if approved by the FYEG EC. In
1164 this case, it is required that either the EC responsible or the Working Group
1165 coordinator self-identifies as female, intersex, nonbinary, trans or agender,

1166 Working Group coordinator tasks are as follows:

1167 Set meetings and agendas for Working Group and notifying members of action
1168 points afterwards (online Working Group meetings should strive to be planned at
1169 least once every two weeks, excluding holidays and exceptional circumstances)

1170 Set up the main communication channels

1171 Main point of contact for EC Responsible

1172 Keep the EC Responsible up to date on what's happening in the Working Group

1173 Keep Working Group members informed and updated on EC's feedback and
1174 recommendations

1175 Steer direction: set priorities, what themes/projects they work on, oversee the
1176 work

1177 Coordinate the creation of a Working Group activity plan, guided by the
1178 objectives and goals set out at the beginning

1179 Set up subgroups (if necessary or desired)

1180 They do not need to be involved in every single project or attend every meeting,
1181 but in their absence should delegate project or meeting moderation to someone
1182 else, and keep themselves updated on progress

1183 Annex 3: Safer Spaces Policy

1184 Safer spaces are evolving and not static. We have high expectations on how we
1185 behave towards each other in our meetings, actions and social spaces. Making a
1186 space safer means different things depending on the group of people involved as

1187 each group has different needs. This policy aims to be considered in every
1188 meeting involving FYEG, but the document should evolve as we learn and grow.

1189 As an organisation we build social relationships inside and outside of meetings
1190 and actions. We commit to this Safer Spaces policy wherever we are together,
1191 this includes ensuring that ALL spaces are inclusive and harmless.

1192 If someone violates these agreements a discussion or mediation process can
1193 happen, depending on the wishes of the person who was affected. If a serious
1194 violation happens to the extent that someone feels unsafe, they can be asked to
1195 leave the space and/or speak with one member of the Awareness Group. If
1196 necessary, the Sexual Harassment Protocol will be activated.

1197 1. Respect! Racism, as well as ageism, GSRM-phobia , sexism, ableism or
1198 prejudice based on ethnicity, nationality, class, gender, gender presentation,
1199 language ability, asylum status or religious affiliation is unacceptable and
1200 will be challenged. FYEG has a zero-tolerance policy with any kind of
1201 discrimination, even though we acknowledge that there can be different levels in
1202 a breach of a safe space.

1203 2. Be aware of your privileges! Including racial, class and gender privilege
1204 and/or less obvious or invisible hierarchies. Think about how your words,
1205 opinions and feelings are influenced and who they might exclude or harm.

1206 3. Consent! Respect each other's physical and emotional boundaries, always get
1207 explicit verbal consent before touching someone or crossing boundaries. Don't
1208 assume your physical & emotional boundaries are the same as other people's.

1209 4. Friendly use of language! Be aware of the language you use in discussion and
1210 how you relate to others. Try to speak slowly and clearly and use uncomplicated
1211 language especially when non-natives speakers are involved in the conversation.

1212 5. Don't anticipate yourself! Avoid assuming the opinions and identifications of
1213 other participants.

1214 6. Learning; if you don't understand something, just ask. You may be directed to
1215 a book, website or skill share to learn more. It's ok to make mistakes. Please
1216 show appreciation for the hard work of others and be considerate when you offer
1217 criticism.

1218 7. Everyone has their turn; give each person the time and space to speak. In
1219 large groups, or for groups using facilitation: Raise your hand to speak.

1220 8. Calling out; if you have acted or spoken harmfully, even if unintentionally,

1221 expect that someone will bring this up to you. If this happens, listen and
1222 reflect on what they are saying even if you think they may be wrong. Don't try
1223 to absolve yourself of responsibility.

1224 This policy should be expanded with specific measures and practices to promote
1225 the creation of safer spaces.

1226 The EC, Office and all Prep Teams must organise mandatory reflection/awareness
1227 sessions dedicated to discussing power dynamics in relation to sexual/romantic
1228 relationships within our Federation, being mindful about how they engage with
1229 participants and ethical leadership within FYEG.

1230 The EC should hold such a reflection/awareness session at a minimum once a year
1231 preferably at the first live ECM.

1232 The Office should hold such a reflection/awareness session at a minimum once a
1233 year.

1234 Prep Teams should hold such a session at least once during a Prep Team meeting
1235 before the event they are organizing begins.

1236 Discussions on power dynamics and ethical leadership also are incorporated into
1237 the onboarding process for new EC members and Office members.

1238 Permanent Awareness Team

1239 The Permanent Awareness Team consists of one member from the EC and one
1240 volunteer that is not a member of the EC. Both members are selected by the EC.
1241 This team operates in addition to the event-specific awareness groups and are
1242 complementary to those. Members of FYEG should be informed of the existence of
1243 this team and know that they can contact them regarding situations that make
1244 them feel uncomfortable or if they have concerns about the behaviour of EC
1245 Members, Office members, or PT members.

1246 The Permanent Awareness Team should be easily accessible via the website, and
1247 there should be a contact form available that allows for anonymous submissions.

1248 The team is responsible for safeguarding the anonymity of any FYEG members who
1249 reach out to them.

1250 The Permanent Awareness Team has the authority to make recommendations and
1251 propose initiatives in the form of reports to the EC and the General Assembly as
1252 needed.

1253 Anti sexual harassment protocol

1254 FYEG has a zero-tolerance policy on sexual harassment at all its events, within
1255 all its structures and during all activities. This protocol is applicable for
1256 those participating in an FYEG activity (General Assembly, Strategic Planning
1257 Committee, Working Group Meeting or any other activity), members of a Member
1258 Organization (MO), or members of an online structure of FYEG, referred to as
1259 "this organization" from now onwards in this protocol.

1260 Anyone who is subject to sexual harassment can approach one of the designated
1261 contact points responsible for receiving complaints of sexual harassment. The
1262 Executive Committee will designate an Awareness Group for anyone presenting
1263 allegations of physical, verbal or online sexual harassment. In accordance with
1264 the IRPs, the Awareness Group will be formed by two persons from the EC who are
1265 of different genders. Additionally, every Prep - Team will designate one person
1266 to be an independent contact person in our projects. However, this person shall
1267 always inform the official contact points if a procedure starts, in the case of
1268 their absence, the main contact will be the Project Manager.

1269 When one of these procedures is open in the organization, the EC as a whole must
1270 be informed of the procedure without details of the people involved or the
1271 presented allegations to respect confidentiality. If a case involves someone
1272 from the EC, the case will be brought to the Advisory Committee (AC). The

1273 Advisory Committee will act as contact points when a case arises, following this
1274 protocol. However, the EC will not be informed until a final decision is made.

1275 Important note:

1276 These procedures will follow general principles such as the privacy of the
1277 survivor, confidentiality of the process and survivor's choice and preference.
1278 We respect the presumption of innocence of any alleged harasser which is why
1279 this procedure is in place and has been approved in the General Assembly.
1280 However, as a feminist organization, we also believe in the principle of
1281 believing the survivor and putting the burden of the proof on the alleged
1282 harasser.

1283 This procedure might be applied to an internal case of a MO if this case is
1284 related to FYEG activity or if the people involved take part in any FYEG
1285 structure. However, we will not be able to extend sanctions or disciplinary
1286 measures beyond FYEG. MOs can however adapt this protocol to their own
1287 organization.

1288 When the designated people receive a complaint of sexual harassment, they shall:

- 1289 1. Immediately record the dates, times and facts of the incident(s);
- 1290 2. ascertain the views of the survivor as to what outcome they want, ensure the
1291 survivor feels safe and ensure the survivor is separated from the alleged
1292 offender unless the survivor wishes otherwise;
- 1293 3. ensure that the survivor and the alleged harasser understands FYEG protocol
1294 for dealing with the complaint;
- 1295 4. discuss and agree the next steps with the alleged survivor, informal, formal
1296 or outside complaints procedure (police, hospital, embassy, etc.), on the
1297 understanding that choosing to resolve the matter informally does not preclude
1298 the survivor from pursuing a formal complaint if they are not satisfied with the
1299 outcome;
- 1300 5. keep a confidential record of all discussions. Records will be destroyed if
1301 the alleged survivor requests it, or before the change to a new EC. However, a
1302 record of sanctions and a brief description of the reason will be kept in a safe
1303 place;
- 1304 6. respect the choice of the survivor;
- 1305 7. and ensure that the survivor knows that they can lodge the complaint outside
1306 of FYEG through the relevant country/legal framework.

1307 INFORMAL COMPLAINTS PROCEDURE

1308 If the survivor wishes to deal with the matter informally, the designated person
1309 will:

- 1310 • Approach the alleged harasser saying that the behaviour is offensive,
1311 unwelcome and must be stopped;
- 1312 • Inform the harasser that FYEG has a zero tolerance policy on sexual harassment
1313 and that disregarding this policy may result in the person's exclusion from the
1314 organization
- 1315 • give an opportunity to the alleged harasser to respond to the complaint;
- 1316 • ensure that the alleged harasser understands the complaints mechanism;

- 1317 • facilitate discussion between both parties to achieve an informal resolution
1318 which is acceptable to the complainant, provided the alleged survivor agrees,
1319 • ensure that a confidential record is kept of what happened;
1320 • follow up after the outcome of the complaints mechanism to ensure that the
1321 behaviour has stopped and that there is no risk of its repetition;
1322 • And ensure that the above is done accurately and at the latest within 10 days
1323 of the complaint being made. During events, the procedure shall take place
1324 within 48 hours.

1325 FORMAL COMPLAINTS PROCEDURES

1326 If the survivor wants to make a formal complaint or if the informal complaint
1327 mechanism has not led to a satisfactory outcome for the survivor, the formal
1328 complaint mechanism should be used to resolve the matter.

1329 The designated person who initially received the complaint will communicate to
1330 the rest of contact points the opening of a formal complaint procedure. The EC
1331 will be informed of this, respecting the confidentiality of the alleged survivor
1332 and the allegations. The designated person who initially received the complaint
1333 will carry out the investigation with the assistance of the Awareness Group and
1334 the independent contact person at the moment in which allegations were
1335 presented, if any. They will help the investigator with the analysis and
1336 decision making process. A procedure for online harassment shall be developed.

1337 The person carrying out the investigation will:

- 1338 • interview the survivor and the alleged harasser separately
1339 • interview other relevant third parties separately
1340 • decide whether the incident qualifies as sexual harassment within the meaning
1341 of this protocol
1342 • produce a report detailing the investigations, findings and any
1343 recommendations
1344 • if the harassment took place, decide what the appropriate remedy for the
1345 survivor is, in consultation with the survivor (i.e. an apology, a change of
1346 structure, suspension..,)

- 1347 • follow up to ensure that the recommendations are implemented, that the
1348 behaviour has stopped and that the survivor is satisfied with the outcome
- 1349 • if it cannot determine that the harassment took place, they may still make
1350 recommendations to ensure proper functioning of the organization
- 1351 • keep a record of all actions taken
- 1352 • ensure that all records concerning the matter are kept confidential
- 1353 • ensure that the process is done as quickly as possible and in any event within
1354 15 days of the complaint being made

1355 The general rule is to avoid the presence of the alleged harasser in those
1356 places/structures in which the alleged survivor moves. It is vital that the
1357 wishes and needs of the survivors are incorporated into the outcome of the
1358 complaints mechanism.

1359 A data protection protocol will be developed.

1360 OUTSIDE COMPLAINT MECHANISM

1361 This protocol seeks to create a fast and appropriate response to allegations of
1362 sexual harassment. However, it does not seek to substitute existing regulation
1363 and legislation on this issue. We want to make clear that FYEG wants to be fully
1364 supportive with every decision of the alleged survivor.

1365 A person who has been subject to sexual harassment can at any time make a
1366 complaint outside of the organization. Even though this organization cannot
1367 offer legal advice, the contact point(s) will accompany the person to the
1368 instance this person prefers (hospital, police, ombudsperson, law courts,
1369 embassies, etc.) if they request it.

1370 SANCTIONS AND DISCIPLINARY MEASURES

1371 Anyone who has been found to have sexually harassed another person under the
1372 terms of this policy may be sanctioned. Sanctions may include but are not
1373 limited to one of the following :

- 1374 • Verbal or written warning
- 1375 • Suspension from an elected or non-elected FYEG structure, in line with FYEG
1376 IRPs when appropriate

1377 • Dismissal/expulsion

1378 Depending on the seriousness of the allegations, the EC, upon request of the
1379 Awareness Group may suspend someone from taking part in any FYEG structure or
1380 activity during the duration of the process. Confidentiality of the survivor
1381 will be maintained.

1382 In case of sexual harassment, violence or discrimination by a member of an
1383 elected body within FYEG (Financial Control Committee, Advisory Committee or
1384 Ecosprinter Board) the EC can exclude the offender after consulting the full
1385 MOs. (cf. 2.2.2). If the case arises within the EC, the Advisory Committee can
1386 exclude the offender after consulting the full MOs.

1387 The nature of the sanctions will depend on the gravity and extent of the
1388 harassment. Suitable deterrent sanctions will be applied to ensure that
1389 incidents of sexual harassment are not treated as trivial. Certain serious
1390 cases, including physical violence, will result in the immediate dismissal of
1391 the harasser.

1392 Guidelines for persons of contact

1393 Read the protocol and understand every aspect

1394 What is sexual harassment? It is unwanted behaviour of a sexual nature which:

1395 Violates your dignity

1396 Makes you feel intimidated, degraded or humiliated

1397 Creates a hostile or offensive environment

1398 Sexual harassment "can include, but is not limited to", these examples:

1399 Touching, pinching, stroking, squeezing, or brushing against someone

1400 Leering or ogling

1401 Making LGBTIAQ+-phobic or GSRM (Gender, Sexual and Romantic Minorities)-phobic
1402 comments and sexually suggestive signals, winking

1403 Sending unwanted e-mails, text messages, posting sexually-explicit jokes or
1404 content on FYEG communication channels

1405 Sexual comments or jokes

1406 Making insults based on a person's sex or rating their sexuality

1407 Turning work discussions to sexual topics

1408 Physical behaviour, including unwanted sexual advances, touching and various
1409 forms of sexual assault

1410 Displaying pictures, photos or drawings of a sexual nature

1411 Remember: Whether harassing intentionally or unintentionally, we all have a
1412 responsibility to monitor our behaviour and respect each other. Anyone who
1413 reports an incident has the right to remain anonymous. They also have the right
1414 to feel safe and respected.

1415 Listen and Support

1416 It's tough to be prepared when someone tells you that they have been the
1417 survivor of sexual harassment. Remember, you can only provide support

1418 Support and understanding are essential. It takes a lot of courage for a
1419 survivor to share their experience;

1420 Try to provide a safe/non-judgmental environment, emotional comfort and support
1421 for the survivor to express feelings;

1422 Let them know that they can talk with you. Listen. Don't rush to provide
1423 solutions.

1424 Believe

1425 The most common reason people choose not to tell anyone about sexual abuse is
1426 the fear that the listener won't believe them. People rarely lie or exaggerate
1427 about abuse; if someone tells you, it's because they trust you and needs someone
1428 to talk to.

1429 People rarely make up stories of abuse. It is not necessary for you to decide if
1430 they were "really hurt." If the survivor says they were hurt, that should be
1431 enough

1432 Believe what the person tells you. It may have been difficult for them to talk

1433 to you and trust you. Unless proven wrong harassment has happened.

1434 Reassure

1435 Sexual assault is NEVER the survivor's fault. No one asks to be sexually
1436 assaulted by what they wear, say or do. Let the survivor know that only the
1437 perpetrator is to blame;

1438 The survivor needs to hear that fears, anxieties, guilt and anger are normal,
1439 understandable and acceptable emotions;

1440 Remember, no one ever deserves to be abused or harassed.

1441 Be Patient

1442 Don't press for details – let the person decide how much to tell you. Ask them
1443 how you can help;

1444 Survivors have to struggle with complex decisions and feelings of powerlessness,
1445 trying to make decisions for them may only increase that sense of powerlessness;

1446 You can be supportive by helping them to identify all the available options and
1447 then help them by supporting their decision making process (here refer to the
1448 protocol).

1449 The survivor can't just "forget it" or just move on. Recovery is a long term
1450 process and each individual moves at their own pace

1451 Encourage

1452 Encourage the survivor to seek medical attention, report the assault, and or
1453 contact a professional if needed. Remember, the survivor must ultimately make
1454 the decision as to what to do. They are the experts in their own lives. Don't
1455 push. Remember, support their choices no matter what they decide.

1456 Respect Privacy - Confidentiality

1457 Don't tell others what the survivor tells you. Let the individual decide who
1458 they will tell. It is important not to share information with others who are not
1459 involved;

1460 If you do need to share information for their safety, get permission by letting

1461 them know what you will share and with whom it will be shared; ie. the rest of
1462 contact points in case of a formal complaint

1463 Establish Safety

1464 An important part of helping the survivor is to identify ways in which the
1465 survivor can re-establish their sense of physical and emotional safety. You are
1466 a step in the process. Ask them what would make them feel safe and how you can
1467 help them accomplish this.

1468 If the stalking or harassment is ongoing, help them to develop a plan of what to
1469 do if they are in immediate danger. Having a specific plan and preparing in
1470 advance can be important if the harassment escalates.

1471 Things you can say

1472 It is hard to know what to say to a person when they confide in you. Refrain
1473 from asking a lot of questions, instead, support them with these phrases. Let
1474 the person know that you believe that they have the strength and capacity to
1475 heal.

1476 It's not your fault

1477 I'm sorry this happened

1478 I believe you

1479 How can I help you?

1480 I am glad you told me

1481 I'll support your choices

1482 You're not alone

1483 Use of inclusive language

1484 FYEG aims to use language in its communications and its events that reflects the
1485 level of English spoken within an organisation of mostly non-native speakers.
1486 FYEG promotes the use of inclusive and accessible language within the

1487 organisation. FYEG attempts to reduce the shame of using simple language. We do
1488 this to make sure that everyone feels welcome to participate and contribute.