

# MOBILITY PROJECT CODE OF CONDUCT

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## INTRODUCTION

Keeping the Mission, Vision and Values of EDSA in mind, EDSA encourages the full participation of everyone and ensures respect and dignity to every person involved, any individual participating, as well as individuals representing EDSA externally. There is no room in EDSA for discrimination, sexual or emotional harassment, humiliation, exclusion or any kind of violence.

## PART I: GENERAL

### **I.1. Context**

The values of EDSA in which this Code of Conduct is operating are preserved in the European Convention of Human Rights and are accepted by every individual participating in any of EDSA's Mobility Projects.

### **I.2. Aims and Objectives**

This Code of Conduct aims to ensure and promote a safe and inclusive environment based on the values of equality and mutual respect, as well as to encourage full participation for everyone in all entities, activities and bodies of EDSA.

### **I.3. Persons to whom this Code of Conduct applies**

This Code of Conduct applies to any individual participating in any of EDSA's Mobility Projects.

### **I.4. Legal status**

This Code of Conduct shall secure an open and inclusive environment in EDSA. It shall stand as an encouragement and must not interfere with any legal rights of the people involved.

## PART II: MORAL PRINCIPLES

### II.1. Standards of Behaviour

Based on the EDSA Mission, EDSA rejects any kind of violence and discrimination arising from, but not limited to, the following:

- Age;
- Being pregnant or having a child;
- Citizenship;
- Disabilities or impairments of any kind;
- Education level, professional background;
- Experience and/or position in the Association;
- Ethics and values;
- Ethnic or national origin;
- Gender, including sex, sexual orientation or gender identity;
- Language, literacy and language skills;
- Lifestyle choices;
- Physical appearance;
- Political convictions;
- Relationship status;
- Religion, belief or non-belief;
- Socio-economic background.

### II.2. Behaviour

EDSA requires that the behaviour of any individual participating in any of EDSA's Mobility Projects must act according to the previously named values and promote an inclusive atmosphere as well as an accessible environment. There is no room for any kind of

bullying, degradation, harassment, (non-) verbal or (non-) physical humiliation, intimidation or similar disrespectful actions.

It is expected from any individual participating in any of EDSA's Mobility Projects to create a positive environment. Arising from but not limited to the following:

- Be on time for any events being held;
- Follow the instructions of the Local Organising Committee (LOC);
- Do not cause disruptions at any time during the event;
- Do not act in any way that may harm the reputation of the EDSA, the hosting Member Organisation, or other organisations involved;
- Do not act in any way that may cause damage to the venue, and clean up after yourself;
- Do not post any public videos, pictures or statements on social media that could damage the reputation of EDSA, any of its members or associated organisations;
- Additionally, if any of these are posted on social media, consent must be obtained from all parties concerned;
- Smoking/drinking alcoholic beverages is forbidden within formal EDSA meetings;
- There will be designated smoking areas for use during breaks;
- Consumption of alcohol in the evening programmes should be done so in moderation and not affect the involvement of the participant in the event;
- Adhere to the local laws regarding illicit substances;
- Sexual harassment will not be tolerated and will result in removal from the event.

### **II.3. Personal Responsibility**

Everyone is encouraged to reflect on social interactions, to communicate openly, and to question the behaviour and well-being of themselves and others. Being under the influence of psychoactive substances, such as alcohol and recreational drugs, does not excuse misconduct or violations of this Code of Conduct.

The Hosting Association, EDSA, EDSA Officials or any partner of EDSA can't be held responsible for violations of this Code of Conduct committed by individuals.

### **\*II.3.1 Responsibility regarding EDSA Camps**

This section applies specifically to Winter and Summer Camps that include sports and other outdoor activities requiring special preparation and equipment.

Participants must indicate their exact level of experience and any relevant health conditions or limitations at the time of registration so that the organisers can plan the activities appropriately. Confirming their participation, individuals acknowledge that they are in an appropriate physical and mental condition for the activities they choose to engage in. By agreeing to this, the participant accepts primary responsibility for their own safety during all such activities. In the event of injury to themselves or others arising from their behaviour, the participant assumes corresponding full responsibility.

If any special equipment is provided by the organisers, the participant is fully responsible for its proper use and care. The participant must cover the costs of any damage, destruction, or other liabilities relating to this equipment that are attributable to their misuse or negligence, in accordance with applicable laws and EDSA regulations.

Participants acknowledge and accept that certain risks are inherent to sports and outdoor activities and that not all risks can be eliminated, even when organisers act with due care. Participants are required to follow all safety instructions given by organisers or activity leaders; failure to do so may result in exclusion from specific activities or further events.

## **PART III: REACTION**

### **III.1. Points of Contact**

In the event of any violation of the Code of Conduct's values, everyone involved is encouraged to engage in dialogue and reach a common understanding. However, any complaints or questions arising from unacceptable behaviour, discrimination, or discomfort can be addressed to the EDSA Officials (Supervisory Board and EDSA Board) and/or the organisers of the Mobility Project.

## **III.2. Policy in severe or repeated cases**

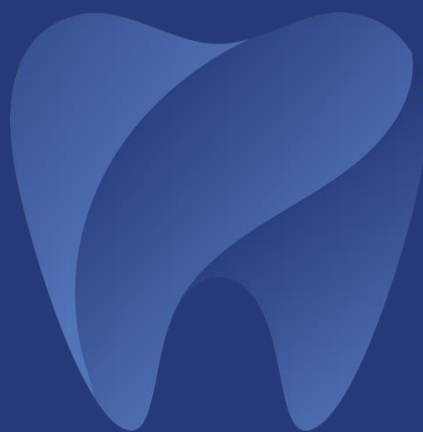
Severe cases of violation of the values in the Code of Conduct must be reported to the EDSA Officials. EDSA Officials proceed to the best of their knowledge and belief. In the case of violent, discriminatory or harassing behaviour of a physical nature at congresses, events or other activities, the Local Organising Committee (LOC) are required to:

1. Ensure that everyone is safe.
2. Contact the police if necessary according to the laws of the respective country.
3. Consider suspension from Mobility Projects, meetings or other EDSA events.

In severe or repeated cases, the Board of EDSA is empowered to consider and implement the exclusion of the person in question from the Association.

## **III.3. Privacy**

People on site can be informed of severe cases of violation of the values in the Code of Conduct, while strictly maintaining the anonymity of the people involved. Any detailed information should only be given to people involved in the mediation process.



European Dental Students' Association  
International Office - Dublin Dental University Hospital  
Trinity College Dublin, The University of Dublin  
Lincoln Place Dublin 2  
Ireland D02 F859