



**EUROPEAN
PRIDE** ORGANISERS
ASSOCIATION

2026 EPOA AGM Code of Conduct

1. Inclusivity and Respect

- Treat everyone with kindness and respect, regardless of race, ethnicity, national origin, gender identity or expression, sexual orientation, age, disability, physical appearance, religion, or socioeconomic status.
- Use correct names and pronouns. If you are unsure, politely ask.
- Be mindful of the language you use; avoid assumptions and stereotypes.

2. Anti-Harassment

Harassment of any kind is not tolerated. This includes, but is not limited to:

- Verbal, physical, or visual harassment.
- Offensive or inappropriate comments related to identity, appearance, or beliefs.
- Unwelcome advances, sexual comments, or inappropriate physical contact.
- Intimidation, stalking, or following.
- Displaying or distributing harmful or offensive material.

3. Consent and Boundaries

- Always seek consent before engaging in physical contact or taking photographs/videos of individuals.
- Respect personal space and boundaries.
- Avoid pressuring anyone to share their personal stories or identities.

4. Safe and Accessible Environment

- Ensure the space is safe and accessible for everyone. This includes respecting the needs of people with disabilities and avoiding behaviors that could endanger others.
- Follow all event rules and directions from staff or volunteers.

5. Responsible Communication

- Engage in constructive and respectful dialogue.
- Avoid hate speech, discriminatory remarks, or inflammatory comments.
- Refrain from disrupting sessions, talks, or activities.

6. Reporting Issues

A designated ombudsperson will be established from the host organization of the AGM. If you experience or witness any behavior that violates this Code of Conduct, please:

- Contact the designated ombudsperson immediately.
- Use the reporting channels provided (email or in-person).
- All reports will be handled confidentially and taken seriously.
- If you are unable to speak to the designated ombudsperson, please contact the EPOA board
- In instances where the ombudsperson sees fit, issues may be escalated to the board

7. Consequences

Violation of the Code of Conduct may result in:

- A verbal or written warning.
- Removal from the event without a refund.
- Notification of the incident to appropriate authorities, if necessary.
- Ban of the member from future EPOA events. This will require board agreement.

8. Commitment to Accountability

We are committed to creating a safe and inclusive environment. If you have suggestions for improving this Code of Conduct, please share them with the EPOA Board.

