



EuroClio

Inspiring History
and Citizenship Educators

EuroClio Code of Conduct

2025



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Disclaimer

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Acknowledgements

All staff, board members and EuroClio members have been involved in the review of the EuroClio Code of Conduct.

Citation

EuroClio Secretariat, *EuroClio Code of Conduct*, European Association of History Educators (EuroClio), 2025.

Cover image

Panelists at the 3rd Belgrade History Teaching Symposium.

Image: EuroClio

Why this code of conduct

The European Association of History Educators (EuroClio) aims to support the development of responsible history, heritage and citizenship education by the promotion of acquainted values, critical awareness, mutual respect, peace, stability and democracy. It acknowledges the values of the Universal Declaration of Human Rights, the European Convention on Human Rights, and the conventions concerning human rights as ordained by the United Nations. These values are reflected in the Manifesto, which amongst others, stresses the importance of questioning traditional patterns such as social, generational, sexual, national, ethnic and racial, linguistic and religious backgrounds.

This code of conduct is part of our ambition to ensure a safe, welcoming, inspirational and professional environment for everybody working for and with EuroClio.

To whom and when does it apply

This code applies for people who are affiliated or contracted with EuroClio. This includes, but is not limited to the Board and Staff members, both permanent and temporary, Professional volunteers, Ambassadors, Authors, Editors, Mentors, Workshop leaders, Keynote Lecturers, Coordinators, Experts, Contractors, Consultants, Trainees, Research Trainees, and Partner Organisations who are working in projects led by EuroClio.

EuroClio seeks to protect as much as possible the participants in the events it organises and the partners of external organisations, therefore the code of conduct applies to all people attending EuroClio's events, both onsite and online.

Harassment and forms of discrimination

Harassment and discrimination are linked, harassment being an expression of discrimination. Harassment is a behaviour characterized by an unwelcome conduct causing unease, offence or humiliation to another person. It is often **repetitive**, and that is why such behaviours should be prevented or addressed in their early stages. Harassment can relate to sex, gender identity, sexual orientation, physical ability, appearance, ethnicity, national origin, age, religion and any other physical or non-physical trait.

It can be any conduct of verbal, nonverbal or physical nature, including written and electronic communications, and may occur between people of different or the same genders. Examples include, but are not limited to:

- Attempted or actual sexual assault, including rape.
- Unwelcome body-touching in any manner.

- Sexually suggestive communications in any format.
- Insults with gender/sexual connotation.
- Repeatedly asking a person for dates, or asking for sexual intercourses.
- Derogatory comments about someone's sexual orientation, gender identity, race, ethnicity, disability.
- Comments about physical appearance, clothes or behaviours.

The above-mentioned behaviours are not comprehensive nor exclusive of others, and this list does not represent the totality of sexual harassment and discrimination cases. Similar behaviours targeting other traits, such as listed above, will be sanctioned as well.

As part of our code of conduct, all people that are involved with the work of EuroClio, should refrain from the behaviour listed in this section. These are professional standards which everybody should abide by at all times when dealing with EuroClio related-work and needed in order to work with integrity and respect toward each other.

In case violations of the code happen and harassment or violation did take place, we have the complaint procedures listed below. This complaint process applies to everyone EuroClio-related, including EuroClio partners during projects, to project contributors, or to people attending events hosted or organized by EuroClio.

Actions taken in response to complaints

A variety of actions can be taken by EuroClio in retaliation to documented misconduct, ranging from mediation between the victim and the harasser for cases of poor-chosen words, to legal action and cessation of collaboration and ban for assessed harassment and aggressions.

EuroClio wants to make clear it will support the victim in any case, and might itself launch a separate trial in case of criminal offense as characterizing a breach of contract.

Overview of complaint procedures

- **Direct:** If deemed comfortable with it, for example in case of minor offense such as offensive or inappropriate jokes, a victim can address the offender directly to discuss the issue. EuroClio insists that the victims should do so only if they feel safe with the people involved.
- **Informal complaint system:** One staff member, Steven Stegers, has received training in mediation, and are the contact persons to report cases of harassment and discrimination within EuroClio.
- **Formal complaint system:** Depending on the judgement of the victim, mediation might not be possible. For such cases, an email address has been set up for anyone EuroClio-related to file a complaint: complaints@euroclio.eu. This inbox

will be monitored by staff members. The Executive Director and the Board will be notified of the complaints, and an enquiry will be conducted by EuroClio.

- **External:** In severe cases and cases where victims feel unsafe, EuroClio encourages victims to report serious cases to competent legal authorities and seek help. In countries of the European Union, victims fearing for their security can call emergency number 112.

All complaints and remarks will be processed with care and understanding, and no legal action will be undertaken without the consent of the person reporting.

The complaints process should not disrupt the normal course of business at EuroClio. Intimidation or threats to a victim who has initiated such a procedure will result in the immediate termination of all EuroClio activities with the offender.