



European Students' Convention

Inclusive Student Movement

13.-17. March - Tallinn



EÜL is very grateful for the support of the European Youth Foundation of the Council of Europe, Estonian National Foundation of Civil Society (Kodanikuühiskonna Sihtkapital), Estonian Ministry of Education and Research, Tallinn University and Tartu Mill.



HARIDUS- JA
TEADUSMINISTEERIUM

COUNCIL OF EUROPE



CONSEIL DE L'EUROPE



TALLINN UNIVERSITY



eesti üliõpilaskondade liit



KÜSK

Kodanikuühiskonna
Sihtkapital



Tartu Mill



Welcome!

Dear Friends from the European student movement,

I am most happy to welcome you on behalf of Federation of Estonian Student Unions (EÜL) to the 35th European Students' Convention (ESC) in Tallinn. EÜL is hosting ESC for the very first time and we have chosen our medieval yet high tech capital as the intriguing venue.

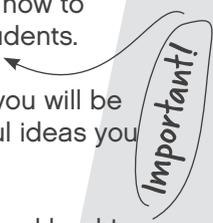
The ESC "Inclusive Student Movement" concentrates on the safety and well-being of international students in the society and their inclusion in the student movement. EÜL sees problems with the latter aspects both in Estonia and in Europe at large. Together with globalization the internationalisation of higher education in Europe has increased rapidly. Each year there are more and more students who continue their studies abroad. Unfortunately, different societies are not always welcoming of international people, causing the students to experience discrimination in different forms. Furthermore not all higher education institutions are prepared to offer the necessary support and information needed to make the integration of international students and the overcoming of cultural barriers smooth. In addition, there is also a lack of representation of international students on the local, national and international level in the student bodies.

The prior description paints a quite gloomy picture. We see there's a lot of room for improvement. And there always will be because its like Don Quixote and his fights with the windmills. Inclusion in higher education is never going to be a topic that will reach its ideal state, just like the well-being of students. It is a topic that will rise up again, time after time. And to me that repetitive process is a sign of inclusion itself. A sign of empathy, a sign of new knowledge. The need and the desire to analyze situations and improve conditions for others. And as with most topics, the change has to start within. Thus, during these 4 short days, we hope to enlighten a spark or to start a journey together to find answers on how to initiate the change, how to guarantee the well-being and the involvement of international students.

We hope that your stay in Estonia will be unforgettable and that you will be able to take all the new knowledge you have gathered and fruitful ideas you have shared during the ESC back home.

Thank you for coming and remember that you are always welcomed back!
NB, our population is 1,3 million - we actually do need you.

Britt Järvet,
Chairperson of EÜL



Important!

Dear Participants,

For enhancing the quality of education we need students with different backgrounds and culture to not reproduce the values, research and society of today but to draft ones of tomorrow to combat the challenges our world will face.

Internationalisation at home, the concept of having an eye-opening international experience without physically crossing borders has become a mantra for many higher education institutions. It assumes that the lived lives, values and perspectives of mobile students contribute to the learning experience of the locals. Taking this for granted, that this will happen out of itself, borders to naïveté. Exchange of knowledge and experience can only happen when we have platforms for sharing our stories and ideas. Inclusion is vital for this to happen. We need to create environments where we can talk, discuss and spend time together. It can take place in the teaching rooms, but if we reduce it to this, we fail to catch the social aspect of internationalisation, which is to influence and change mindsets.

Students themselves can create inclusive spaces and make sure that our activities, organisations, societies and initiatives are open to all, including internationals.

As student representatives, we do not only carry the voice of the local students. Ideally, our organisation should, therefore, mirror the diversity on campus and in society at large, but we often do not. Claiming that underrepresentation of international students challenges our legitimacy in itself, is to oversimplify the situation. Maybe other aspects need to be taken into account. Do translating documents require too many resources? Holding discussions in English contribute to exclusiveness by adding language proficiency as a prerequisite for participation? And is removing physical and practical obstacles sufficient to proclaim inclusivity?

These next days will be used to dive into the topic of inclusion, participation and how we can contribute to facilitate, adapt and reach out to international students. EÜL, our excellent hosts, have designed a genuinely interactive programme, with the support of the European Youth Foundation. I encourage all to take an active role in the sessions and activities so that we can co-create solutions and explore possibilities for making our education, organisations and the social environment more inclusive for all students.

With wishes of an inspiring convention,

Helge Schwitters

President of ESU

Agenda

Tuesday

March 13th, 2018

All day All Day: Arrivals

19:00-21:00 Dinner at café Pööning (Akadeemia tee 24)

Wednesday

March 14th, 2018

8:00-9:00 Breakfast at café Rahva Toit (Akadeemia tee 1)

9:00-9:30 Registration (Mektory, Raja 15)

9:30-10:00 Opening of the ESC

Jüri Ratas, the Prime Minister of Estonia,
Britt Järvet, Chairperson of EÜL,
Helge Schwitters, President of ESU

10:00-11:00 Guessing Game – Introduction to the Situation of International Students

11:00-11:30 Coffee Break

Awwyess

11:30-12:00 Introduction of the EUROSTUDENT 2018 results

Angelika Grabher-Wusche, Higher Education Research,
Institute for Advanced Studies

12:00-13:30 Group Sessions on EUROSTUDENT results

Angelika Grabher-Wusche, Higher Education Research,
Institute for Advanced Studies

13:30-15:00 Lunch at Rahva Toit

15:00-16:30 ESU Parallel Session I (choose one)

European Higher Education Area: Current state of affairs and getting ready for the Ministerial conference (Helge Schwitters - President of ESU) or Bologna with Student Eyes: Future of the publication post May 2018 (Caroline Sundberg - Vice President of ESU)

16:30-17:00 Coffee Break

17:00-18:30 ESU Parallel Session II

European Higher Education Area: Current state of affairs and getting ready for the Ministerial conference (Helge Schwitters - President of ESU) or Bologna with Student Eyes: Future of the publication post May 2018 (Caroline Sundberg - Vice President of ESU)

19:00-20:00 Dinner at Rahva Toit

21:00-24:00 Intercultural Evening at TUT Tudengimaja (Ehitajate tee 5)

Bring snacks!

Thursday

March 15th, 2018

- 8:45-9:45 **Breakfast at Rahva Toit** (Akadeemia tee 1)
- 10:00-10:45 **Introduction of the No Hate Speech Movement**
Maari Põim, No Hate Speech Coordinator of the Estonian Campaign, Erasmus+ National Agency
- 10:45-11:30 **Case Studies – Discrimination of International Students**
- 11:30-12:00 **Coffee Break**
- 12:00-12:30 **Presentation of Case Studies**
- 12:30-13:30 **Gender Session**
Patrick Dempsey, ESU Equality coordinator
- 13:30-15:00 **Lunch at Rahva Toit**
- 15:00-17:00 **Loesje Creative Writing Workshop**
Julia Barsukova, Loesje Estonia
- 17:00-17:30 **Coffee Break**
- 17:30-18:30 **Loesje Creative Writing Workshop**
Julia Barsukova, Loesje Estonia
- 19:00-19:45 **Dinner at Rahva Toit**
- 20:00 **Bus to Tallinn University Baltic Film and Media School**
- 20:30- 21:30 **Evening Programme at Tallinn University Baltic Film and Media School**

Friday

March 16th, 2018

- 8:45-9:45 **Breakfast at Rahva Toit**
- 10:00-11:30 **Challenges of Inclusive Student Movement**
- 11:30-12:00 **Coffee Break**
- 12:00-13:00 **Sharing of Best Practices – Inclusion of International Students and the Fight against the Discrimination of International Students**
- 13:00-13:30 **Group Session Part I**
- 13:30-15:00 **Lunch at Rahva Toit**
- 15:00-16:00 **Group Session Part II**
- 16:00-17:00 **Creation of the Future Action Plans**
- 16:00-17:30 **Coffee Break**
- 17:30-18:30 **Open Organising Session /BM74 Preparation Sessions**
- 20:00-23:00 **Gala Dinner at café Sesoon (Niine 11)**
- 23:00-... **After Party**
Bashment at **Sinilind** (Müürivahe 50),
5 eur entrance ticket for ESC delegates

Party time!

Saturday

March 17th, 2018

- 8:45-9:45 **Breakfast at Rahva Toit**
- 10:00-11:00 **Presentation of the Future Action Plans**
- 11:00-11:30 **Introduction of European Youth Foundation**
- 11:30-12:30 **Conclusions and Final Evaluation**
- 12:30-13:30 **Lunch at Rahva Toit**
- 14:00-16:00 **Optional Cultural Program in the Old Town of Tallinn**
- Departures**

P.S.: Stay awesome!

Where We Work

The venue of the ESC is the TUT Innovation and Business Center Mektory, which is located 3 min walk away from the Academic Hostel. The title of the venue is derived from the following words: Modern Estonian Knowledge Transfer Organisation foR You. Mektory is a creative environment where businesses, students, researchers, investors and schoolchildren meet to generate innovative ideas and implement them as a team.

The main objectives of the Mektory are:

- Bringing together scientists, students and entrepreneurs;
- Associating theoretical studies with practical studies;
- Encouraging student start-up's (TTU Start-up Ecosystem);
- Introducing the next generation the interesting world of inseneering;
- Being international

Where We Sleep

All delegates will be accommodated at the Academic Hostel of Tallinn University of Technology. You will be placed in apartments that consist of two twin/triple rooms, kitchen, shower and toilet. The rooms have a desk, wardrobe, TV, free Internet access, bed linen and towels. It is possible to cook in the kitchen, a fridge, stove, microwave, kettle and kitchen utensils are available. Kitchen, shower and toilet are shared between two rooms. Iron and hairdryer are available at the reception. There is also a vending machine in the lobby, where you can buy hot beverages, soft drinks and sweets. Check in start at 2 PM, if you wish to check in earlier, please inform the organizers. Check out until 12 PM.

The Academic Hostel is located 3 min walk away from Mektory and 5 min walk away from Rahva Toit, where breakfast, lunch and dinner will be served.

More information: <https://www.academichostel.com/en/>

Getting Around

By Public Transport

From Tallinn Airport to Academic Hostel with public transport:

Bus and Tram stops and taxi park are only meters away from arrival entrances.

By tram or bus: Public tram route no. 4 stop is located next to the terminal towards the city. Airport bus stops are located at the city side of the passenger terminal next to the tram stop. You can enter the terminal from the bus stops by escalator or elevator, going to the arrival area.

1. Take tram No.4 from the airport to **Hobujaama/**
Take bus No.2 (Mõigu-City Center) from the airport to **A. Laikmaa.**
2. There are numerous bus stops in close vicinity of the Viru Center/
Hobujaama / A. Laikmaa stop. Find any of these stops:
Bus No. 24A from **Estonia** station to **Raja** station or
Bus No. 23 from **Kaubamaja** station to **Raja** station or
Bus No. 36 from **Viru** station to **Tehnikaülikool** station.

Transportation from Tallinn Bus Station to Mektory/Academic Hostel by public transport:

Take **bus No.23** (Bussijaam-Kadaka) from the bus station to **Raja** station.

Transportation from Tallinn Port of Tallinn to Mektory/ Academic Hostel by public transport:

Take **bus No.2** (Reisisadam-Mõigu) from Reisisadam station to **A.Laikmaa** station (...or walk, it's only a 10 minute walk).

Then take **bus No. 24A** from **Estonia** station to **Raja** station or **Bus No. 36** from **Viru** station to **Tehnikaülikool** station or **Bus No. 23** from **Kaubamaja** station to **Raja** station.

You can find more information on the transportation lines and stops at **soiduplaan.tallinn.ee**.

Be aware that the public transportation runs between 6 AM and 12 PM.

NB! Both Tallinn Transport Card and single tickets can be used on city transportation. Tallinn Transport Cards can be purchased at R-kiosks. The transport card offers a wide variety of options, e.g. single tickets, 1-hour tickets, day-tickets etc.

You can also purchase a ticket from the driver at the entrance of the bus/tram, the ticket price is 1 euros for students with a valid ISIC card (cash only).

More information: **www.tallinn.ee/eng/pilet/How-to-buy-ticket**

By Taxi

Important! Taxi rates are not limited by law in Estonia. Before you start your ride, make sure that the rate is acceptable to you and, if possible, ask the driver for the estimated fare.

At Tallinn Airport the cars of Tulika Takso, Tallink Takso, Airport Taxi and Tulika Premium will be waiting for passengers right in front of the terminal doors.

You can also order a taxi from another company to the car park in front of the terminal, located behind the official taxi park, but bear in mind that the taxi can only stay in that car park for 15 minutes.

To make sure you don't end up with huge bill for the taxi, we recommend that you avoid taxi drivers trying to catch unsolicited customers at the airport or in the car park.

Uber or Taxify

In Tallinn, you can use two different mobile applications for taxi services - Taxify and Uber. For both applications you must insert your credit card information to be able to pay for the rides.

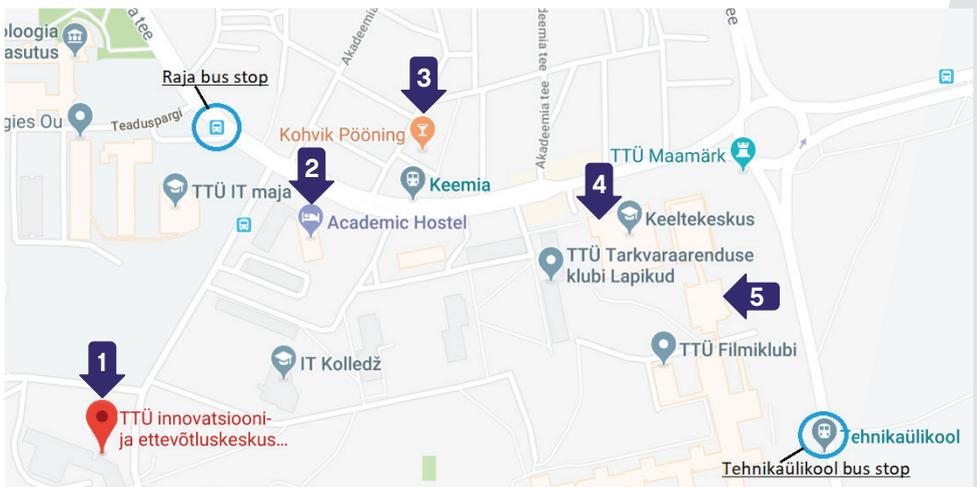
Where to:

Academic Hostel: Akadeemia tee 11/1

Convention Venue: TTÜ Innovatsiooni- ja ettevõtluskeskus Mektory (Raja 15).

Map of TUT Campus

1. Mektory (conference venue)
2. Academic Hostel
3. Cafe Pööning (2nd floor) / Grocery store (1st floor)
4. Rahva Toit (Cafeteria)
5. TTU Student House (International evening)



Tallinn

Tallinn, the capital of Estonia, lies on the southern coast of the Gulf of Finland. Today's Tallinn is an exciting mix of old and new. At the heart of the city lies the best preserved medieval old town in Northern Europe. The old town, built in the 15-17th centuries, has been astonishingly well preserved and was inscribed on the UNESCO World Heritage List in 1997.

A stone's throw away from the beautiful old town you'll find the city's business centre with modern towers, luxurious hotels and large shopping centers; the wooden districts of Kadriorg and Kalamaja filled with cozy cafes; and of course the sea side with lovely beaches and promenades.

For sightseeing we recommend the following places:

The Old Town of Tallinn is an exceptionally complete and well-preserved medieval northern European trading city. The city developed as a significant centre of the Hanseatic League during the major period of activity of this great trading organization in the 13th-16th centuries. The Old Town is a combination of the upper town on the high limestone hill and the lower town at its foot. The upper town (Toompea) with the castle that nowadays hosts the Estonian Parliament and the Stenbock House - the offices of the Prime Minister, has been the administrative centre of the country. Make sure to visit the viewing platforms located in Toompea! The lower town preserves to a remarkable extent the medieval urban fabric of narrow winding streets and fine public and burgher buildings.

Kadriorg district. Kadriorg palace (today's Presidential palace) and art museum surrounded by manicured Kadriorg Park was once established by Tsar Peter the Great as a manifestation of love to his wife Catherine I. The 18th-century park featuring fountains and streams, is surrounded by equally historical wooden houses. Kadriorg is also a home to Estonia's largest art collection exhibited in KUMU art museum of Estonia, Kadriorg Art Museum and Adamson-Eric museum, all nestled together along the edge of the park.

Kalamaja district. Often called the "hipsterville" of Tallinn, this once closed off Soviet border zone is conveniently located between the scenic Tallinn coast and Old Town and hides some real architectural gems. New cafes, bars and galleries have transformed the former industrial complexes of the historical wooden townhouse district, making it the fastest developing area of Tallinn attracting creatives and those young at heart.

Telliskivi is the hub of Kalamaja with its many restaurants, theatres and an indoor shopping street selling everything from organic cosmetics to Estonian design. Nearby you'll find Estonia's largest and coolest maritime museum

Hipsters!

Seaplane Harbour as well as the once infamous Patarei sea fortress and prison, peeking into the dark history of the past Soviet occupation.

The most exciting maritime museum in Europe is located in **the Seaplane Harbour**. The harbour is best known for its architecturally unique Seaplane Hangars, built a century ago as a part of Peter the Great sea fortress, today, about 200 authentic items are on display at the seaplane hangar: there are many ships to see, you can go globe-trotting in a submarine, have your picture taken in a navy uniform, fly in flight simulators, watch films etc.

The Tallinn Television Tower in Pirita is the tallest building in Tallinn and Estonia with 314 metres. The TV Tower is a great tourist, culture and leisure centre, offering a panoramic view from 170 metres and introduction to Estonian history. On your way to Teletorn you can enjoy the beautiful view of Pirita seaside promenade and **Tallinn Song Festival Grounds**, which holds a special place in Estonians' hearts as the birthplace of the Singing Revolution - a massive, musical demonstration against Soviet rule in 1988 that set the nation on its road towards re-independence. Today, the Festival Grounds is best known as the place where every 5 years the Song Festival is held, in which nearly 25,000 singers take part, attracting an audience of nearly 100,000.

Good to know

- The weather in Estonia can be quite unpredictable in March. Therefore, please check the weather forecast before packing. Snow and cold are likely.
- The Estonian country code is +372
- The official currency used in Estonia is the euro
- Cash and card are widely accepted as payment methods, and there are numerous ATM facilities.
- If you require the emergency services, call 112
- Our time zone is set at GMT+2
- Please note that only those aged 18+ are able to purchase alcohol. Alcohol in stores is sold from 10 AM-10 PM.
- Smoking is not permitted indoors in public places
- On the 24th of February, 2018, Estonia celebrated its 100th birthday. Happy birthday, Estonia!

Be sure to check out the old town!



Restaurants, bars and cool places to hang out:

Paar Veini

A cozy wine shop in the old town of Tallinn, where you can enjoy wine by a glass, a bottle or even a pitcher!

Location: Sauna 1 (Old town)

Price range: \$\$

Frank Bistro

FRANK. Like an ode to the fading area of cool grandeur. Cool-lunch-perfect-dining place and brilliantly bacchanalian late-night institution. Excellent food and Juleps!

Location: Sauna 2 (Old town)

Price range: \$\$

St.Vitus

A true beer lovers heaven. More than 100 different beers offered in bottle and more than 15 types of beer in tap. They also offer delicious food.

Location: Telliskivi 61B

Price range: \$\$

Kolm Lõvi

A bar for brave hearts and adventurers only! A place for that true 90's post-soviet experience.

Location: Kopli 14

Price range: \$

Club Hollywood

It is one of the oldest nightclubs in Estonia with 21 years of experience.

Location: Vana-Posti 8 (Old Town)

Price range: \$\$\$

F-hoone

A popular restaurant built in an imposing century-old industrial building. One of Tallinn's food culture phenomenon. A family-friendly community meeting place that binds you with its architectural grandeur, clever kitchen, relaxed mood and friendly being.

Location: Telliskivi 60A

Price range: \$

Pudel

Tallinn's first craft beer bar, and one of the pioneers of the Telliskivi Creative District. 14 craft beers and ciders on tap. Many local beers on tap from small producers. Almost a hundred bottled beers and ciders, plus a select range of wines and spirits. Regular DJ's spinning tunes on Friday, Saturday nights and Sunday afternoon.

Location: Telliskivi 60A

Price range: \$\$

Vesipiibu kohvik

Supposedly the best hookah in Tallinn. This hookah cafe offers two smoking rooms -one for hookah only and other one for hookah and regular cigarette smokers. Only hookah cafe in Estonia offering natural charcoal.

Location: Tatari 1

Price range: \$\$

ISIC discount: -15%

Learn Estonian in 5 minutes!

Tere! - Hello!

Aitäh! - Thank you!

Nägemist! - Goodbye!

Kuidas läheb? - How are you?

Hästi - Good

Vabandust! - Sorry!

Head isu! - Bon appetit!

Kus on? - Where is?

Terviseks! - Cheers!

Linnutee Puhvet

True grilled streetfood! Burger & Kebab & Ribs. You can also enjoy hearty breakfast til 6pm and decent selection of beer and spirits all day long.

Location: Suur-Karja 11

Price range: \$

X-Bar

The oldest gay bar in Baltic's, open since 1998. Meeting place for all open minded people!

Location: Tatari 1

Price range: \$

Sveta Bar

Sveta is the pearl of Telliskivi district. She is from 80's, loves glamour and knows how to party. She is sexy, free and in her company there is always this energy in the air like something is about to happen.

Location: Telliskivi 62

Price range: \$

Club 69

Club 69 - is first and the only one gay sauna club in Tallinn! Designed as a place not only to enjoy a sauna but also as a meeting place, it has a fully licensed bar with friendly staff and a very relaxed atmosphere. Disco every friday. Only for men.

Location: Sakala 24

Price range: \$\$

Vegan Restaurant V

Vegan V is a small and cozy vegan restaurant in the Old Town of Tallinn.

Location: Rataskaevu 12

Price range: \$\$

PM20

Memories are made when you share a bottle of wine and some good stories. Add food made with love to that equation and these memories turn unforgettable. The staff at PM20 is inspired by that thought.

Location: Pärnu maantee 20

Price range: \$\$

ISIC discount: -10%

Vapiano

Vapiano is the perfect setting for a quick lunch, an afternoon break, or a pleasant dinner with friends or family. Enjoy affordable Italian cuisine.

Location: Hobujaama 10 and Solaris shopping center (Estonia pst. 9)

Price range: \$

ISIC discount: -10%

Nurri Kassikohvik

Description: Only cat cafe in Tallinn. Cat cafe is a cozy place for animal lovers to spend time, grab a coffee and make friends.

Location: Tartu mnt. 24

Price range: \$\$

ISIC discount: -15%

Kaksteist kuud - Twelve months
Palju õnne, Eesti! - Happy birthday, Estonia!
Must leib - black bread
Kuuurija töööö jäääärel - Moon explorer's night work at the edge of the ice

Vanalinn - old town
Sina oled minu sõber - You are my friend
Kui palju see maksab? - How much does it cost?
Kallistus - Hug
(Üks) õlu - (One) beer

ESU Code of Conduct

Preamble

Based on the principles of equality, accessibility and respect, that ESU has given itself and agreed upon by adopting this code of conduct at the Board Meeting 68 in Yerevan, Armenia, the representatives and participants on internal and external events are expected to adhere to the points detailed below. The purpose of this document is to have guidelines that prevent unwanted behavior in the organization and also determine the process to follow up on potential breaches. The participants of each event have to assure that they are aware of the code of conduct and behave according to it. The EC is responsible for promoting the code of conduct in an appropriate way in the beginning of each event.

Participation rules

Actively engage in the organized activities during seminars, panel sessions and discussions as well attending as all the organized sessions, meetings, discussions and debates.

Respect the timeframes given by the organizers of the event.

Respect the event's facilities and any rules associated with such use.

Respect the environment and take care about their surroundings.

General Beliefs

Treat everyone equally irrespective of socio economic background, ethnicity, gender, age, sexual orientation, religious beliefs, political views, reduced mobility, gender expression, disabilities or any other basis of discrimination, abstaining from any direct or indirect discrimination as well from any form of harassment.

- Not make any inappropriate jokes or remarks, based on any discriminative grounds that cause people to feel uncomfortable or discriminated against.
- Behave and react towards their colleagues with respect.
- Respect the different multicultural backgrounds of their colleagues and reflect on the own behavior.
- Proactively create an inclusive welcoming atmosphere for all of the participants, during both formal and informal parts of the event.
- Not use demeaning or abusive language towards other participants
- We are emphasizing herein that this list is not exhaustive and that the violations of the Ethical Guidelines might happen outside of the frames given by this Code of Conduct.

Rules of Procedure

Depending on the gravity of the behavior, the EC in accordance with the ad hoc committee (see below) reserve the right to address the issue in the best way they see fit by applying one or more of the measures listed below through the set procedure.

Active Legitimacy

Any of the participants witnessing the breach or the victim her/himself may report the matter to one of the two persons specifically entrusted to that role for that particular event.

These are designated by the EC for every event and are bound to discretion towards the reported matters. The trusted persons need to be briefed by the equality coordinator before being assigned to be able to handle sensitive situations adequately.

The two persons will be announced at the beginning of the event and should reflect the participants' diversity.

The person informed immediately informs the second trusted person. This does not apply, if one or both are involved in the breach. Afterwards the EC and the Equality Coordinator are informed about the fact that there has been a breach and an ad hoc committee needs to be put in place.

However, in case it was not the victim itself reporting the breach, the trusted persons must not forward any information before consulting the perceived victim.

The Acting Procedure

Upon the briefing, the EC has to set up an ad hoc committee balanced with regard to region, gender and other relevant parameters of four (4) persons within two (2) hours. If the breach is reported to the EC outside of the official parts of the event, the EC has to set up the ad hoc committee during the first two (2) hours of the next meeting day. The ad hoc committee is bound to discretion and obliged to handle the issue brought up with the utmost care.

The ad hoc committee is chosen by the EC including one representative of the EC, the Equality coordinator and two (2) representatives from member unions not involved in the conflict.

At least two members of the ad hoc committee will be of a different gender.

The ad hoc committee will immediately look into the report, consult the acting parties and bring a decision whether there has been a breach of the Code of Conduct or not. If the ad hoc committee decides, there has been a breach of the Code of Conduct, it will immediately decide upon enacting one of the below proposed measures, on their free estimation of the most appropriate reaction to the breach.

The ad hoc committee informs the involved parties. The EC is to be informed directly after the information of the involved parties in writing, including the time of the briefing. This procedure should not take longer than 24 hours, if possible.

The decision making process within the committee needs to be unanimous.

If the situation requires it, the decision of the ad hoc committee will be read before the beginning of the next session of the event.

Measures

- Spoken warning to the perpetrator in question
- Written warning to the perpetrator read before the beginning of the next session of the event in question
- Removal of the perpetrator from the session/event in question
- Official ESU letter to the sending organization of the perpetrator
- Restriction of participation in future ESU events of the individual breaching the code.
- Allow the injured party (also if no individual was harmed) to make a statement before the next session
- Any other measure not mentioned here, in agreement with the Executive Committee. No public action must be taken without the consent of the injured individual or party.

Right to Appeal

If the perpetrator (or their NUS) in question, or the injured party, feels that the EC decision is wrongly based, whether on fact or principle, they must send in an appeal in writing to the EC or the trusted person within twelve (12) hours. After receiving the appeal the EC puts a second ad hoc committee in place. The same rules and procedures as outlined above are to be followed. Excepted the Equality Coordinator all the other members need to be different from the first one.

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