



Safeguarding Policy Proposal

Draft I

Introduction

- A. This document contains a comprehensive safeguarding policy detailed by the European Juggling Association (EJA) for intended use during the European Juggling Convention.
- B. The policy intends to cover the European Juggling Convention's (EJC) organizing team's obligation to guarantee as safe an environment as possible, and provide guidance to deal with incidents of violence and discrimination.
- C. While this policy is intended for use during the EJC, any team organizing a convention anywhere is welcome to take any and all policy points and documents and adapt for their demographic and culture if they feel it may be useful. All we ask is you mention us (EJA) as your source in your documents. Thank you!

Background - Why do we need a safeguarding policy?

- A. The EJC is a yearly event that brings together many communities from across the globe (not just Europe).
- B. The high volume of people and the different cultural backgrounds that meet there can sometimes cause misunderstandings if the expectations of members are not made clear.
- C. Beyond misunderstandings, the EJC has had a number of unfortunate instances of harassment, sexual violence, and experiences of discriminatory behavior.
- D. In response to these unfortunate incidents, and with the goal of stating our commitment to creating an environment that can be safe and enjoyable for vulnerable people we present this policy.
- E. We seek to take into consideration the safety of everyone, particularly minors, women, gender non-conforming people, LGBTQIA+ people, BIPOC (Black, Indigenous, People of Color), people with disabilities, people with mental



health considerations, and any other people who suffer oppression or discrimination in the wider context of society.

- F. We seek to make people feel welcomed and cared for and to take part in a culture of care and inclusion.
- G. We hope to create with this policy a space for ongoing community involvement so it can be effective and long-lasting. For this aim, we propose a continuous evaluation model.

Objectives - What do we want to achieve?

- A. Create a policy that is explicit, plain-language, and grounded, aimed at protecting participant's well-being, paying special attention to vulnerable people and their needs.
- B. Empower EJC Community Members to intervene if they see someone acting in a way that is unwanted or potentially endangering someone.
- C. Outline consequences for inappropriate or unwanted behavior, henceforth called "unwelcome behavior".
- D. Create a supportive structure, including administrative support, reporting forms and processes (like appeals), that EJC Teams can use to help them make decisions around maintaining a safe environment.
- E. Creating a space for ongoing community involvement in order to build a policy that can be effective and long-lasting.



Policy Points

I. Community Expectations

The European juggling community is made up of endless amazingly diverse people. To ensure everyone feels both safe and welcome at our events, we hope the community can collaborate to ensure our behavior is suitable for such a diverse crowd. The following lists of examples of welcome and unwelcome behavior come down to being kind and respectful towards others and taking responsibility for your safety and the safety of others during the convention.

A. Welcome Behavior:

- a. Treat others with respect and respect their boundaries
- b. Ask for consent
- c. Attempt collaboration/be a team player
- d. Actively help/intervene if you see others in distress/harmful situations
- e. Be mindful of others and your surrounding
- f. Be respectful of the Space
- g. Report violations of this behavior (in consent with the impacted person)

B. Unwelcome Behavior:

- a. Harassment
- b. Violence or threats of violence
- c. Intimidation/Exertion
- d. Stalking
- e. All forms of abuse and discrimination
- f. Use of discriminatory/harmful/demeaning language, jokes, insults, or symbols
- g. Spreading vulnerable information or pictures
- h. Inappropriate photography or recordings (example: filming nudity without consent)
- i. Inappropriate physical contact/attention
- j. Tolerating other's harmful actions/language
- k. General disruptive behavior



II. A. On-site Response and Intervention

- a. The EJA will recruit and train a team of safeguarding volunteers to be present at the festival and respond to incidents
- b. The On-site safeguarding team will be in charge of receiving safeguarding reports.
- c. For on-site reporting online form(s) will be used that can be accessed by QR and other ways. Besides that, volunteers will be around to be reported to person-to-person. When someone comes to one of the volunteers, the online form(s) should still be filled in (together) to ensure a complete list of incidents is available for the organizing team.
- d. A team of safeguarding volunteers will assess those situations that have come in via the online forms. Suitable actions well as consequences will be based on severity, category, and the wishes/needs of the impacted persons.

B. Categories for safeguarding issues

The safeguarding issues that the EJC may have to deal with have been split up into several categories. Depending on the category, as well as the severity of the report, suitable consequences will enacted. The use of 4 major categories is meant to make both the reporting process easier and more specific for impacted persons, as well as making dealing/helping with these situations easier for safeguarding volunteers.

a. Violence

This category is understood to contain any and all forms of physical violence (that aren't sexual in nature). The threat of physical violence also falls under this header.

b. Discrimination

Within this category fall all expressions of discrimination on whichever ground, such as, but not limited to: ethnicity, nationality, race, gender, sexuality, language, political views, religion, age, mental health, disability, or even prop preference.

c. Sexual (harassment)

Under the category of sexual harassment falls everything from unwanted remarks or physical touch to criminal acts such as sexual assault.

Unwarranted nudity/exposure also falls under this header.



d. Youth

Any of the above categories may have to do with youth. Youth is defined as anyone under the age of 18, and will not be taken more seriously, but action will be fast-tracked.

III. Consequences for offenders

- a. Any behaviors defined in the “Unwelcome Behaviors” section of this policy, or behaviors that otherwise put convention participants or community at risk can result in the following actions led by the safeguarding team in conjunction with the EJA Executive Committee (XC) and the EJC Core Team.
- b. A report and evaluation by the safeguarding team must exist prior to any intervention. If the action was observed by a safeguarding team member, and they believe the behavior warrants an action, they will need to fill in a report themselves.
- c. The severity of interventions must match the severity of the offense reported.
- d. All safeguarding interventions should be cleared with the impacted persons first and adapted to their wants and needs.
- e. Exceptions may be made when involving minors (under 18). Reports involving minors should be dealt with urgently and with strict consequences. Parent/ guardian and minor’s request and perspective should weigh heavily on the decision to intervene and how.

A. Sample interventions of the safeguarding team may include:

- a. Conduct a one-time intervention with the offender to remind them of the community's expectations.
- b. Conduct a mediation or intervention with the offender and the impacted person/reporter to discuss expectations of behavior going forward. This action can only take place with explicit petition or consent from the impacted person.
- c. Offer a verbal or written warning to the offender, stating their actions conflict with the safeguarding principles of the convention, and continued behavior of the sort could result in eviction.
- d. The decision to expel from the festival, if the offense is deemed serious enough for same. This action will require EJC and EJA joint action.
- e. The decision to inform future festivals about the incident and decision protocols, as well as any recommendation for banning



from future conventions for a set or indeterminate amount of time.

B. Appeals

- a. Anyone who receives consequences for unwelcome behavior, or for ignoring or violating the safeguarding principles is allowed to appeal the consequence they have been given.
- b. Decisions will stand for the duration of the convention.
- c. After the convention, the offender can initiate an appeal process.
- d. Offenders who face eviction will be provided written instructions for appeal letters.
- e. Offenders must supply details of the incidents and include extenuating circumstances or amends/reparations they wish to make going forward.
- f. The appeal will be reviewed by a committee with representatives from the EJA Executive Committee, EJC Team, and Safeguarding Team.
- g. The decision will be communicated within 2 months to the offender.

IV. Confidentiality

- A. Confidentiality is a crucial value that the safeguarding team is committed to protecting. In accordance with GDPR (General Data Protection Regulation) guidance, personal information shared with the safeguarding team will be protected, shared only internally, and only for compliance with the policy aims.
- B.
- C. All identifiable Information contained in the reports of a safeguarding incident will solely be shared by the safeguarding team, EJA Executive Committee (XC), and the EJC (European Juggling Convention) Core Team for the purposes of transparency. If any additional information needs to be shared for the safety of participants, this decision will be made in consultation with the EJA XC and EJC Core Team (decision makers).
- D. The safeguarding team will contact and collect information from those reporting in privacy. Discussion about the next steps regarding reports will also be held in privacy, involving affected parties and a minimum number of decision-makers.
- E. Any intervention by the safeguarding team regarding consequences for an offender must be conducted in strict privacy. The information regarding the incident will be recorded and kept by the safeguarding



team. Only necessary details will be shared with future EJC teams to inform their decisions to ban past offenders from conventions.

- F. The EJA safeguarding team can supply information in regard to a criminal offense or report if/as required by local or government authorities (police) of the EJC's host city/country

V. Addendums: Complimentary documentation

A. Guidelines for Safeguarding Team

B. Bystander Guidelines

C. Reporting Forms

D. Booklet information