

CODE OF CONDUCT

Of the European Roma Institute for Arts and Culture (ERiac)

Introduction

The European Roma Institute for Arts and Culture (ERiac) brings together Roma and non-Roma individuals and organizations from across the world. Currently, the ERiac membership community counts with 105 associate members. The need for drafting a Code of Conduct which establishes standards for interaction among associate members and ERiac organs, and with each other, was raised on various occasions by ERiac associate members as well as ERiac Board, Barvalipe Academy and the staff.

The Barvalipe Academy – which has an advisory and inspirational role, in order to fulfill ERiac’s objectives – was entrusted with the task of drafting the Code of Conduct for the ERiac membership.

Responsibilities, tasks and composition of the ERiac organs, including ERiac associate members, ERiac Barvalipe Academy and the ERiac Pakiv Board, are defined by the ERiac Statutes, Rules of Procedure, and ERiac the Membership Charter. Furthermore, ERiac’s management and day-to-day operations are regulated by the Standard Operating Procedures (SOPs).

The following document aims at regulating rules of engagement and the code of conduct of the ERiac community, and it applies to all ERiac organs – in particular the ERiac membership – as well as the ERiac staff. The Code of Conduct document is elaborated based on the process of lengthy discussion conducted throughout 2022 during the ERiac section discussion series and among the Barvalipe Academy, and is consistent with the ERiac Statues, Rules of Procedure, Membership Charter and the SOPs.

ERiac CODE OF CONDUCT

1. Respect of ERiac Founding Principles

All ERiac members are expected to respect ERiac Founding Principles:

- Respect of the dignity of Romani people¹ and Romani identity
- Diversity and plurality of Romani identities and cultures
- Romani leadership with the support and co-operation of non-Roma
- Engagement and contribution of Romani organizations and individuals in the establishment and ongoing activities of the Institute
- Political autonomy and non-partisanship, openness for collaboration with public authorities and political institutions as partners
- Highest quality standards in the domains of arts and culture, as well in as its own operational performance

2. Compliance with Code of Conduct and ERiac Founding Documents

It is the personal responsibility of every member to understand and comply with the ERiac Code of Conduct as well as ERiac Founding Documents, including the [ERiac Statute](#), the Rules of Procedure, [the Membership Charter](#) and the ERiac Standard Operating Procedures.

3. Equality and Non-Discrimination

ERiac is committed to the principle of non-discrimination. Any cases of discrimination based on race, ethnicity, color, religion, family background, class, sexual orientation, gender identity, national origin, citizen status, language, marital status, disability or age is illegal and will not be tolerated.

4. Gender Equality

ERiac is committed to gender equality and ensures that the voices, interests, needs and priorities of women and men, as well as non-binary people, are considered in ERiac activities and programs. ERiac operates with due regard to gender. Gender-based discrimination and gender stereotypes will not be tolerated.

5. Mutual Respect

¹ The term “Roma” (noun, “Romani” is used as adjective) encompasses the wide diversity of Romani sub-groups, including Roma, Sinti, Manush, Calé, Kaale, Romanichals, Boyash/Rudari, Balkan Egyptians (Egyptians and Ashkali), groups such as Travellers, Yenish, and the populations designated under the administrative term “Gens du voyage”, as well as persons who self-identify themselves as Gypsies. ERiac embraces the plurality and diversity of these sub-group self-identifications which compose the transnational Romani nation. At the same time, ERiac recognizes the importance of citizenship, the status of Roma as national minorities (in countries where such status has been recognized) and/or their belonging as integral members of the societies of countries where Roma live.

ERiac is committed to a culture of mutual respect. ERiac community members shall treat each other with respect, courtesy, caring, dignity and a sense of fairness. Members shall refrain from disruptive or disrespectful conduct or communication. Lack of respect, discrimination, bullying, threats, harassment of any kind will not be tolerated.

6. Professional Behavior

In the frame of ERiac operations, all associate members are expected to act and communicate professionally, ethically and with due care. Associate members shall perform their duties conscientiously, honestly, and in accordance with the best interests of the ERiac.

7. Conflicts of Interest

ERiac is committed to operating in a manner which ensures that business judgment and decision making is not influenced by undue personal interests, whether financial, personal, legal or familial. As a general rule, ERiac shall avoid any instances of conflict of interest whenever possible. Instances of conflict of interest shall be disclosed and carefully mitigated.

8. Acting in the Best Interest of the Organization

When interacting in the frame of ERiac's operations, members shall be guided in all decisions and actions by the welfare of ERiac. All members share a responsibility for safeguarding ERiac's good public relations, especially at the European and national level.

9. Confidentiality and Respect of Privacy

ERiac members shall not share or disclose any confidential information and shall respect the privacy of other members. This also refers to the handling of private data, including personal contact information, with due regard to the EU General Data Protection Regulation (GDPR).

10. Participation and Decision-Making

As a general rule, ERiac associate members are encouraged and expected to participate in meetings, assemblies and events. Attendance of meetings of ERiac Board and Barvalipe Academy by its members is a statutory requirement that ensures functioning of ERiac.

Participants shall respect the process for meeting participation, including the agenda and objectives.

It is the responsibility of the ERiac management to ensure that both offline and online participation is possible.

Convening of meetings shall respect the times regulated by the ERiac Statute.

Within the limits of the mandates of the ERiac organs, decision-making shall happen during meetings. In exceptional cases, decisions may be taken in writing via an online procedure.

11. Prompt Communications

To ensure professionalism and well-functioning of ERiac, associate members shall make every effort to achieve complete, accurate, and timely communication, including by responding promptly and courteously to all proper requests for information and to all complaints.

12. Language

ERiac's main languages of communication are English and Romanes. However, given the limited human and budgetary resources, the translation of ERiac's official documents from English to Romanes will be conditioned by them. Communication among the members and between the members and between different bodies of ERiac can take place in both languages. However, it will be a matter of solidarity and mutual support that the members help each other with the translation for the common benefit of effective use of both languages. ERiac General Assemblies, at the minimum, shall provide simultaneous Romani-English-Romani translation.

13. ERiac Records

Accurate and reliable records are necessary to meet the ERiac's legal and financial obligations. Books and records must reflect in an accurate and timely manner all business transactions. For the purpose of internal documentation and archiving, relevant meetings of the ERiac community may be recorded. Written minutes of all meetings shall be kept by an appointed minute-taker.

14. Reporting of cases of violation of the Code of Conduct

Any associate member who violates any provision of the Code may be subject to disciplinary action, which may result in the suspension of the membership rights or exclusion from the ERiac community altogether. In cases of suspected criminal offenses, a report will be made to the appropriate authorities.

Members shall report cases of violation or complaints to the ERiac management. The Board takes the decision on cases of violation. Decision regarding exclusion from ERiac is taken by the ERiac Board via a respective resolution. In accordance with the ERiac Statute, the associate member must be heard before the decision.