

ALL AFRICA YOUTH CONGRESS - 2025 CODE OF CONDUCT

1. PURPOSE

- 1.Prevent harm and misconduct at the AAYC.
- 2.Foster accountability and facilitate fair mechanisms for lodging and resolving complaints.
- 3.Ensure safety and comfort of everyone.

2. SCOPE OF APPLICATION

This code of conduct applies to all Congress participants for the entire duration of the Congress including during travel, virtual interactions and social media engagement.

3. SCRIPTURAL BASIS

- All people are made in the image of God (Genesis 1:26-27)
- Diversity is a gift (Galatians 3:28)
- Peaceful coexistence and mutual respect are essential (Romans 12:18)
- Truth and justice are marks of godliness (Micah 6:8)
- Creation care is a moral imperative (Genesis 2:15)

4. PARTICIPANTS MORAL OBLIGATIONS

All participants must:

- 1.Recognize that by participating in the congress, they consent to their photos, videos, and other publicity materials captured and being used by the AACC, congress participants and partners in communicating about the congress.
- 2.Sign an Affirmation of their commitment to abiding by this Code of Conduct.
- 3.Sign the media consent form.
- 4.Be cautious about their security, the safety of others, and that of their belongings.
- 5.Report any suspicious acts to the AAYC pastoral care team.
- 6.Actively participate in all aspects of the congress.
- 7.Uphold the spirit of mutual respect, inclusivity, and integrity.
- 8.Respect personal, cultural, spiritual, and physical boundaries at all times
- 9.Use appropriate and respectful language at all times.
10. Avoid any form of misconduct, including but not limited to: sexual harassment, assault, discrimination, bullying, and substance abuse.
11. Use technology and social media responsibly, refraining from sharing defamatory or inappropriate content.

12. Follow all the rules, regulations and policies of the venue and accommodation centres.
13. Wear identification badges visibly throughout the congress and adhere to the Congress schedule.
14. Digital interactions should respect privacy and uphold cybersecurity awareness.
15. In case of any medical emergency report to the AAYC medical team.

5. ZERO TOLERANCE POLICY

The AACC maintains a zero-tolerance policy for the following violations, with immediate consequences:

- Sexual exploitation and abuse.
- Harassment in any form (physical, emotional, digital).
- Acts of violence or threat of violence.
- Corruption, bribery, or financial misconduct.
- Cyberbullying, unauthorized data sharing, or digital exploitation.

Any breach of these standards will result in disciplinary action, including immediate dismissal from the Congress, and possible legal referral depending on the severity of the violation, as per the provisions of the constitution and laws of the Republic of Kenya. Violations of environmental ethics and disrespect towards authorities and local communities shall be subject to review and corrective action.

6. COMPLAINTS MECHANISM

6.1. How to Lodge a Complaint

Complaints may be submitted to the AACC through the following channels:

- In person to any member of the Pastoral Care Team (available 24 hours throughout the Congress).
- Via email to the AAYC Pastoral Care Team using: aaycpastoralcare@aacc-ceta.org

6.2 What to Include in the Complaint

1. Complainant's name (optional for anonymity).
2. Description of the incident: what happened, when, where, and who was involved.
3. Names of witnesses (if any).
4. Desired response or support requested.

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6.3 Response Procedure

1. Complaint is first received and documented confidentially by the Pastoral Care Team.
2. Initial triage and risk assessment is done.
3. Confidential interviews with relevant parties are conducted; if needed.
4. Determination of appropriate response or disciplinary action.
5. The determined appropriate or disciplinary action effected; including providing pastoral care to the relevant parties.

NOTE

All complaints will be handled with strict confidentiality. Data will be securely stored, and access will be limited to authorized personnel. Each stage of the complaint process will follow clearly defined timelines to ensure transparency and accountability

The following sanctions may apply, depending on the nature and severity of misconduct:

- Verbal or written warning.
- Restriction or removal from specific sessions or activities.
- Immediate dismissal from the Congress, without future consideration for participation in any of the AACC activities or programs.

Legal referral for cases involving abuse, violence, or criminal conduct. .

7. OVERSIGHT BY THE AAYC PASTORAL CARE TEAM (PCT)

The PCT shall:

- Oversee the enforcement of the Code of Conduct and disciplinary measures.
- Receive and review appeals submitted in response to decisions.
- Ensure transparency and fairness in all processes.
- Provide post-congress evaluation and recommendations for future events.

8. SAFEGUARDING VULNERABLE PARTICIPANTS

All participants with special needs such as youth living with disability will receive enhanced safeguarding.

Pastoral Care Team Contact: aaycpastoralcare@aacc-ceta.org