

PROTOCOL FOR THE PREVENTION AND RESPONSE TO HARASSMENT AND DISCRIMINATION

Article 1 – Legal Basis and Purpose

1. This Protocol constitutes an integral and binding annex to the **European Left Statutes**.
2. The purpose of this Protocol is to prevent, identify and address sexual harassment, harassment based on sex, sexual orientation, gender identity or expression, sex characteristics, family diversity, digital harassment and any other discriminatory conduct within EL.
3. EL adopts a policy of zero tolerance towards such conduct.

Article 2 – Scope of Application

1. This Protocol applies to all EL bodies, structures, activities, events and digital spaces.
2. It is binding on: a) Members, elected representatives and office-holders of EL; b) Supporters, activists, collaborators and any person participating in EL activities.

Article 3 – Objectives

This Protocol aims to:

1. Guarantee safe, respectful and inclusive political environments;
2. Prevent harassment and discrimination through training and awareness;
3. Ensure confidential, impartial and timely procedures;
4. Protect the dignity, integrity and rights of all persons involved.

Article 4 – Definitions

For the purposes of this Protocol:

1. **Sexual harassment** means any unwanted verbal, non-verbal or physical conduct of a sexual nature that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading or offensive environment. A single act may constitute sexual harassment.
2. **Harassment based on sex** means unwanted conduct related to gender stereotypes that undermines dignity or equality.
3. **Harassment based on sexual orientation, gender identity or expression** means unwanted LGBTIQ+phobic conduct creating a hostile or degrading environment.

4. **Discriminatory conduct** means any unequal treatment based on gender, sexual orientation, gender identity or expression, sex characteristics, age, ethnicity, socioeconomic status or other intersecting factors.
5. **Digital harassment** means any of the above behaviours carried out through information and communication technologies.
6. **Institutional violence means the persistent or systematic failure of organisational structures or leadership of the Party of the European Left to prevent, address or remedy conduct covered by this Protocol, including through practices, norms or omissions, where such failure results in harm to the dignity, safety or equal participation of the persons concerned.**
7. **Consent** exists only when freely and explicitly expressed; silence or lack of resistance does not constitute consent.

Article 5 – Principles and Guarantees

All procedures under this Protocol shall respect:

1. Confidentiality and protection of privacy;
2. Fair treatment and presumption of innocence;
3. Right to information and accompaniment;
4. Diligence and reasonable time limits;
5. Protection against retaliation.

Article 6 – Preventive Measures

1. EL shall ensure mandatory training on equality, harassment and discrimination for leadership bodies and candidates for public or organisational office.
2. This Protocol shall be disseminated to all persons falling within its scope.
3. Feminist or Violet Safe Points shall be ensured at EL events.
4. The implementation of this Protocol shall be periodically evaluated.

Article 7 – Equality and Safeguards Commission

1. An **Equality and Safeguards Commission** (hereinafter: the Commission) is hereby established.
2. The Commission shall be composed of: a) One member designated by the EL Working Group on Feminism; b) One member designated by the EL Presidency; c) One member designated by the EL Secretariat.
3. Members shall act independently, receive appropriate training and withdraw in cases of conflict of interest. In such cases, a deputy member shall be appointed by the same body that designated the withdrawing member, for the duration of the procedure.

Article 8 – Initiation of the Procedure

1. Any person covered by this Protocol may submit a confidential complaint to the Commission.
2. Complaints may be submitted anonymously.
3. Upon receipt, the Commission shall assess admissibility and initiate an investigation.

Article 9 – Interim Precautionary Measures

1. The Commission may propose interim precautionary measures during the investigation.
2. Such measures may include: a) Temporary suspension of the accused person from representative or leadership functions; b) Temporary limitation or modification of participation in EL activities; c) Prohibition of contact with the complainant.
3. Interim measures shall not constitute disciplinary sanctions and shall be strictly proportionate.
4. The competent ruling body shall decide on the adoption and implementation of interim measures.

Article 10 – Investigation

1. The Commission shall conduct investigations impartially, confidentially and without undue delay.
2. The accused person shall be informed of the allegations and given the opportunity to be heard.
3. Where facts are not substantiated, all interim measures shall be lifted immediately.

Article 11 – Findings and Report

1. At the conclusion of the investigation, the Commission shall adopt a reasoned report establishing whether the facts are substantiated.
2. Where violations are established, the report shall include recommendations on measures or sanctions.
3. The report shall be transmitted to the competent ruling body.

Article 12 – Decision by Ruling Bodies

1. The competent ruling body shall decide on the basis of the Commission's report, without re-investigating the facts.
2. Decisions may include: a) Removal from functions or mandates; b) Disciplinary sanctions in accordance with the Statutes; c) Additional political or organisational measures.
3. Decisions shall respect the principle of proportionality.

Article 13 – Appeals

Decisions adopted under this Protocol may be appealed before the competent guarantees body, in accordance with the Statutes.

Article 14 – Monitoring and Evaluation

1. The Commission shall contribute to periodic anonymised monitoring of the implementation of this Protocol.
2. Evaluation reports shall be submitted to the competent EL bodies.

Article 15 – Final Provisions

1. This Protocol enters into force upon its adoption by the EL Executive Board.
2. Any amendment to this Protocol shall require approval within the EL Executive Board.