



Care Protocol

We envision a society where the dignity of life is central, a community in harmony with nature and people, and founded on principles of interdependence. Our goal is to create an environment where mutual respect and support prevail over profit. Equality, care and kindness are the foundations of our interactions, and the participation of everyone in decision-making strengthens our social cohesion. Reciprocity guides our exchanges, equality underpins our relationships, and participatory decision-making ensures that every voice contributes to our collective well-being. This vision portrays a caring society, where concern for the situation of each individual and respect for our environment are the keys to a prosperous and shared future.

Each aggression and oppression situation is different. However, the ECSA must give itself a procedure that allows these situations to be dealt with according to principles that remain constant and therefore predictable. The main idea of the following protocol is that anyone committing sexist, sexual, racist, ableist, classist, or fatphobic violence has no place at the Marseille event. The present document makes a distinction between mediation and exclusion processes and, in the latter case, describes the different steps that can lead to it.

Anyone accusing another participant of violence related to one of the oppressions mentioned in the manifesto is considered a victim, and any questioning of their word should not be tolerated. Any public accusation of wanting to harm the reputation of the person accused and of using the accusation for a political strategy will be called out, publicly if necessary, by decision of the Steering Committee and after consultation with the care group. The Steering Committee must follow this protocol to determine the measures to be taken against the accused person.

Protocol validated by the ECSA Steering Committee



ECSA



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No action can be taken without the victim's knowledge and they should be consulted when it is possible and throughout the process.

- The care group, made up of volunteer members trained prior to the ECSA, is responsible for hearing the victim's testimony and providing the psychological and emotional support to which they are entitled.
- Members of the care group must have taken part in the work of the care working group or have registered as volunteers, provided they have prior experience of a similar team (within an organization or during an event/gathering).

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Reporting and hearing of testimony

- The ECSA Steering Committee provides the care group with the material resources necessary for its day to day work.
- Anyone being subjected to violence during the Marseille event may themselves or through a third party contact the care group via a dedicated telephone line or by going to the volunteers identifiable by their purple vest. They can do so, even if the accused person has already been approached and it has already been explained to them why their behavior was inappropriate; the report is made all the more so if the person who committed the aggression refuses to acknowledge that their words or attitudes are problematic and to apologize.
- If the victim or the accused person is a member of staff of one of the organizations constituting the Steering Committee, responsibility is immediately referred to the Board of Directors of said organization, which then follows the procedures laid out in the labor law.
- Before any decision, the care group members are required to provide the victim with all the necessary information to respect their rights and to take into account their needs, during and after the procedure, so as not to deprive them of their agency.

Mediation process (or conflict resolution)

- If the reported facts are oppressive statements or behaviors that affect the dignity of the victim but not their psychological or physical integrity, and if they are not repeated, the volunteers of the care team can ask the victim if they agree to the mediation process being activated. If the victim wishes so and if the accused person admits to the facts, the mediation process can lead to a commitment on their part not to repeat this behavior and to the formulation of sincere apologies recognized as such by the victim.
- If the victim or the accused person does not want the mediation process to be activated, or if the efforts of the team fail, an extraordinary meeting of the care group is convened. Its purpose is to decide whether the individuals who were responsible for the mediation process continue to follow up on the reported facts or if new individuals take over to proceed with the exclusion procedure.

Exclusion Procedure

In all cases of reported violence that has affected the victim's psychological or physical integrity (sexual harassment, sexual assault, or rape in the case of sexual violence), members of the care group are responsible for following the exclusion procedure. They designate within their group a pair of people, which can be exclusively made up of volunteers from any given minority group at the request of the victim. This pair is mandated to investigate the case. They are appointed only for the duration of the investigation. They immediately inform the two liaison people within the Steering Committee of the activation of the procedure and regularly exchange with them, informing on their progress.

- The ECSA, through its Steering Committee, commits to providing this pair with the necessary means for the proper functioning and progress of the procedure: material and political means.
- Members of the organisation, collective, or movement of the accused person as well as of the victim cannot in any case be part of this pair to avoid any risk of bias and external pressures.
- This pair decides, always with the consent of the victim, when to lift the anonymity of the aggressor. If the victim considers filing a complaint, the pair must inform the victim about the consequences of lifting anonymity while awaiting criminal proceedings. The objective being that they are able to prepare their complaint in the best conditions.
- Should the victim decide to pursue legal action or not, it is in no way the responsibility of the organisers to judge this decision. In case they refuse to file a complaint, the victim cannot be blamed for this, and it will not be considered as a reason to doubt their accusation. With the consent of the victim, the Steering Committee requests the accused person to temporarily cease their participation in the Marseille event. The Steering Committee is responsible for implementing the suspension. This suspension is preventive and temporary; it should not be considered as a decision by the Steering Committee on the substance of the case.
- The pair's mission is to hear the testimony of the victim, to hear the statement of the accused person (once anonymity is lifted), and any other testimony it deems necessary. It may also provide the victim with support in their procedures (including legal) if that is their request or wish. This hearing is done according to the modalities preferred by the victim (by phone or in person)

Deliberation and decision

- Once the investigation is completed, the team reports its findings to the Care group. The team and the pair prepare a report based on these findings, which is submitted to the ECSA Steering Committee. The conclusions of this report are then sent to the victim and the person accused.
- If the conclusions involve a decision to permanently exclude the person found responsible, the Steering Committee, which is politically responsible for this sanction, must ensure that the person withdraws from any activist work connected with the ECSA of Marseille. If the aggressor participates in the ECSA of Marseille on behalf of an association, collective or movement, the Steering Committee will inform this structure of the exclusion decision and invite it to consider excluding this person.

This entire procedure is not intended to be a substitute for criminal justice, but rather to protect the victim(s) and bring about social change. If a person found guilty of violence against the mental or physical integrity of another participant provides evidence of a sincere awareness of the seriousness of his or her actions, and in agreement with the victim(s), he or she may be readmitted to the event on the decision of the Steering Committee in consultation with the Care group.

Exclusion will appear to some people as a brutal sanction. It should be remembered that it is not a deprivation of freedom and that a person guilty of aggression is also responsible for the withdrawal of his victims. Denying them access to our activist spaces is intended to re-establish the conditions for serene activism and to prevent the creation of support networks that would call into question the word of the victims. It is on this condition that the ECSA of Marseille can become a space of political trust.

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