

The revision of the social interaction policy was last adopted by DUF's board on May 15, 2024.
The social interaction committee was appointed on February 13, 2023.

English version updated on August 6, 2025 (RJD, KC and SDH).

DUF's social interaction policy

The Danish Youth Council (DUF) is a place where we should be able to debate, disagree and respect each other. To foster a positive culture and mutual trust in each other and the organization, DUF strives to be a safe space for everyone. DUF's members and event participants include a wide range of people, in terms of age, political and organizational experience, identity, etc. To ensure that DUF events are always safe and positive experiences, all events consider which groups need special attention.

In DUF, we do not tolerate any form of discrimination, sexism, racism, bullying or other forms of transgressive behavior. Being under the influence of alcohol or drugs is never an excuse for inappropriate behavior toward others. Therefore, alcohol or drugs will never be a reason not to act against transgressive behavior. At the same time, people with political responsibilities or duties have a special obligation to comply with the social interaction policy and to act as good role models. DUF always acts on enquiries and takes all incidents of transgressive behavior seriously, even if they occurred in the past. We always encourage that cases are reported as soon as possible, as time can contribute to the circumstances being less clear for everyone involved.

DUF defines transgressive behavior as unwanted verbal or physical behavior that is perceived as offensive to another person. This means that it is one's own limits that determine when something is perceived as transgressive.

The social interaction policy applies to all communication and social interaction directly related to DUF's work and to all DUF events, online as well as physical, and on DUF's social media channels.

Transgressive behavior between DUF members outside DUF activities may be considered but cannot alone form the basis for sanctions.

When DUF organizes events in collaboration with others, DUF's social interaction policy should always be considered in the planning.

For DUF, lively conversation and critical debate are essential in our work to secure the future of democracy. It is therefore important that we tolerate many kinds of language and tone in the political debates in DUF's activities. However, DUF never tolerates personal attacks or other transgressive behavior.

In DUF, it is generally permitted to consume and serve alcohol at events. This should always be done in a safe and inclusive environment for all participants. This means, among other things, that the following must be respected:

- Parties and other social events are organized so that all participants can participate on an equal footing, regardless of whether they drink alcohol.
- Joint activities must be organized in such a way that it is possible to participate without

consuming alcohol.

- Strong spirits with an alcohol content of more than 16.5% are not permitted at DUF events.
- Alcohol-free alternatives should always be available.
- Alcohol is not served or offered to children and young people under the age of 16.
- At events where alcohol is offered/served, safety hosts should be appointed, and the organizers should have an extra focus on safe socializing for all.
- At the assembly of delegates ('Delegeretmøde'), the consumption of alcohol is only permitted once the meeting has been formally concluded by the presiding officers.

For people with political responsibility in DUF

People with political responsibility in the Danish Youth Council have an extended responsibility to ensure good and safe relations. This means that, among other things, board members must be aware of any power relations when entering relationships with others, when participating in events. Moreover, they should take the lead in creating an inclusive and safe community.

What do you do if you experience something that crosses your boundaries?

The Danish Youth Council (DUF) does not tolerate breaches of the social interaction policy. Therefore, there are various ways to approach DUF if you feel your boundaries are being crossed. With this social interaction policy, DUF wants to send a clear signal that it is never just an individual responsibility to deal with transgressive behavior.

1. You can always contact the social interaction committee ('Samværspolitisk udvalg'), which will take up your case. You can find the contact details in this policy. As human beings, we are different, have different boundaries, and react differently to unwanted behavior. For some, it becomes apparent immediately, while others need time to feel and digest an experience. There must be room for this.
2. You can always turn to another confidant, another employee, or an employee representative if it feels more natural. They should treat the request as confidential and seek advice from the social interaction committee ('Samværspolitisk udvalg'). No-one is obliged or expected to deal with/assess the situation alone, which is why any request should therefore be taken to the committee.
3. It can be difficult to react in the situation. Therefore, it is always okay to address an incident after it has happened. You always have the right - and are encouraged - to speak up during an incident. In DUF, it should always be respected if someone expresses that an action is undesirable. In DUF, we want to have a culture where it is always okay to make others aware of how you feel in a situation where your boundaries are being crossed - even if there is an unequal power relationship involved.

What do you do if you see someone behaving inappropriately toward others?

In the Danish Youth Council (DUF), we must show care for each other and help each other defend the good culture.

If we suspect transgressive behavior, we have a responsibility to follow up in a way that does not escalate the situation. It is a good idea to talk to the person who was the target of the transgressive behavior and ask them if their boundaries have been crossed. If this is the case, you can help and support the aggrieved person

approach the social interaction committee ('Samværspolitisk udvalg') or someone else with whom the person feels comfortable.

The appropriate way to respond when witnessing transgressive behavior depends on the situation and the individual involved. The most important thing is to inform the person who faced the transgressive behavior about the social interaction policy and the options for action. However, it is important that you respect others who do not feel that their boundaries have been crossed, even if you believe that the behavior was transgressive.

What does DUF do when you or others report transgressive behavior?

All cases of transgressive behavior in the Danish Youth Council (DUF) that are reported are dealt with anonymously and confidentially by the social interaction committee ('Samværspolitisk udvalg').

DUF's social interaction committee always consists of a representative from DUF's board, a representative from DUF's executive committee ('Forretningsudvalget') and an external representative. In addition, there is a professional observer from DUF's secretariat. The social interaction committee prepares a framework for the period of their election and obtains necessary and new knowledge on social interaction policies and case management to ensure that they are adequately prepared for the task.

The social interaction committee has the same responsibility to act in concrete situations of transgressions or boundary crossings as all participants in events. Hence, they do not have an increased obligation to act. The committee does not have specific tasks in relation to the social interaction policy at the assembly of delegates ('Delegeretmødet').

To report irregularities in international work, including reasonable suspicion of all forms of exploitation, you can also use the online reporting tool (link below) to inform us of your concerns. Follow the link to read more about how reports are processed. Anyone working as a volunteer internationally on projects, activities, workshops or events funded by DUF can use this tool to report irregularities: <https://en.duf.dk/dufs-international-work/report-irregularities>

(Added to the English version August 2025)

You can contact any committee representative(s) of your choice. The social interaction committee is established by the DUF's board as a permanent committee with a two-year mandate, which ensures continuity of work. The committee shall be established at the beginning of a new board term. At present, the following members make up the social interaction committee:

1. Thomas Kirkeskov, external member of the committee
Can be contacted at thomas@kirkeskov.dk
2. Nicolas Ditlev Fromsejer, politically elected member of DUF's board
Can be contacted at nicolasditlevnf@gmail.com
3. Julie Lindmann, politically elected member DUF's executive committee ('Forretningsudvalget')
Can be contacted at julie@duf.dk
4. Signe Bo, Head of Organizational Development and Youth at DUF's secretariat
Can be contacted at sb@duf.dk

Members of the committee shall be deemed to be disqualified and shall withdraw from the committee's proceedings if they are directly involved or if circumstances exist which call their impartiality into question.

The committee treats all cases individually and equally. The committee considers both parties in a conflict and always consults both parties before making a decision. The aim is for both parties to be able to continue to participate in DUF's communities, depending on the nature of the transgression. The committee uses conflict mediation and always seeks to resolve the conflict through dialogue. Given the committee's significant responsibility, it may, in exceptional cases or when required, seek external professional assistance.

Cases that violate the limits of the law will be reported to the relevant authorities.

The social interaction committee has the mandate to receive and deal with all cases within DUF, between volunteers and/or DUF's politically elected members. The committee has the mandate to issue reprimands, warnings, and sanctions. The following sanctions are possible: disqualification from attending DUF events, calls to resign from positions of trust, and if the offender does not wish to resign and is at the same time elected by the assembly of delegates, the committee may as a last resort recommend to the board that an extraordinary assembly of delegates be convened. If the offender attends through his/her member organization, the latter shall be informed if sanctions are imposed. Irrespective of the scope and seriousness of the case, the decision is therefore taken by the social interaction committee. Decisions on sanctions may be appealed to the executive committee. The matter will be addressed as a closed item at the next executive committee meeting based on the recommendation of the social interaction committee, the social interaction policy, DUF's articles of association, and the applicable rules of professional conduct.

The figure below illustrates what DUF does when you or others report transgressive behavior.

You contact the social interaction committee regarding an incident.

The incident is treated confidentially in the committee. The committee prepare a case process and call for a committee meeting.

The social interaction committee address the case.

The incident is treated individually and equally with all other cases. The committee consults both parties of the conflict and tries to solve the conflict through dialogue.

The social interaction committee makes a decision.

Both parties are informed of the decision. If the offender attends through a DUF member organization, the member organization is also informed if sanctions are imposed. Cases that violate the limits of the law will be reported to the relevant authorities.

Both parties may appeal the decision to DUF's executive committee.

The case will be addressed as a closed point at the next meeting of the executive committee.

This social interaction policy and procedures for enforcing the policy are available on DUF's websites and are available at all relevant DUF events. The policy is reviewed at a meeting of all DUF committees annually. The document is reviewed by the board each year prior to the assembly of delegates ('Delegeretmødet').

Concerning staff at the DUF Secretariat

The committee cannot and should not make decisions on the conduct or behavior of staff. This is a matter for the secretariat's management alone. If a volunteer exhibits or is accused of transgressive behavior towards a Danish Youth Council (DUF) staff member, the secretary general joins the social interaction committee ('Samværspolitisk udvalg') as a representative of the secretariat with the rights and responsibilities of a full member. If the transgressive behavior aimed at the secretary general, DUF's chairman/woman/person shall join the social interaction committee if he/she is not already member. If the chairman/woman/person is accused of transgressive behavior, the vice chairman/woman/person shall take his/her place. If the general secretary exhibits or is accused of transgressive behavior towards a volunteer or staff member, the executive committee ('Forretningsudvalget') is responsible for handling the case, as the executive committee appoints and dismisses DUF's general secretary.

DUF's Whistleblower Scheme

As of January 1, 2024, DUF has established a whistleblower scheme, which is administered by the law firm Bech-Bruun. The scheme is anonymous, and reports can be submitted via a reporting module accessible on DUF's website. All reports are screened by Bech-Bruun, who assess whether the report falls within the scope of the scheme. If it does, DUF is obligated to handle the case and take appropriate measures.

The scheme can be used by both employees and volunteers within DUF to report matters related to DUF's operations.

The scheme can be used to report serious violations, including data protection breaches and violations of privacy rights, or breaches of public procurement rules or other serious issues.

Serious violations include, for example:

- Criminal offences, such as misuse of financial resources, theft, fraud, embezzlement, bribery, etc.
- Severe or repeated breaches of legislation
- Severe or repeated violations of essential internal guidelines, e.g. regarding gifts, financial reporting, etc.
- Serious personal conflicts in the workplace, such as sexual harassment or other forms of severe harassment

Reports concerning serious violations of DUF's Social Interaction Policy will be handled by the social interaction committee ('Samværspolitisk udvalg') in accordance with the process outlined in the policy.

More information about DUF's whistleblower scheme, including the associated policy and reporting module, is available here: <https://duf.dk/whistleblowerordning>