

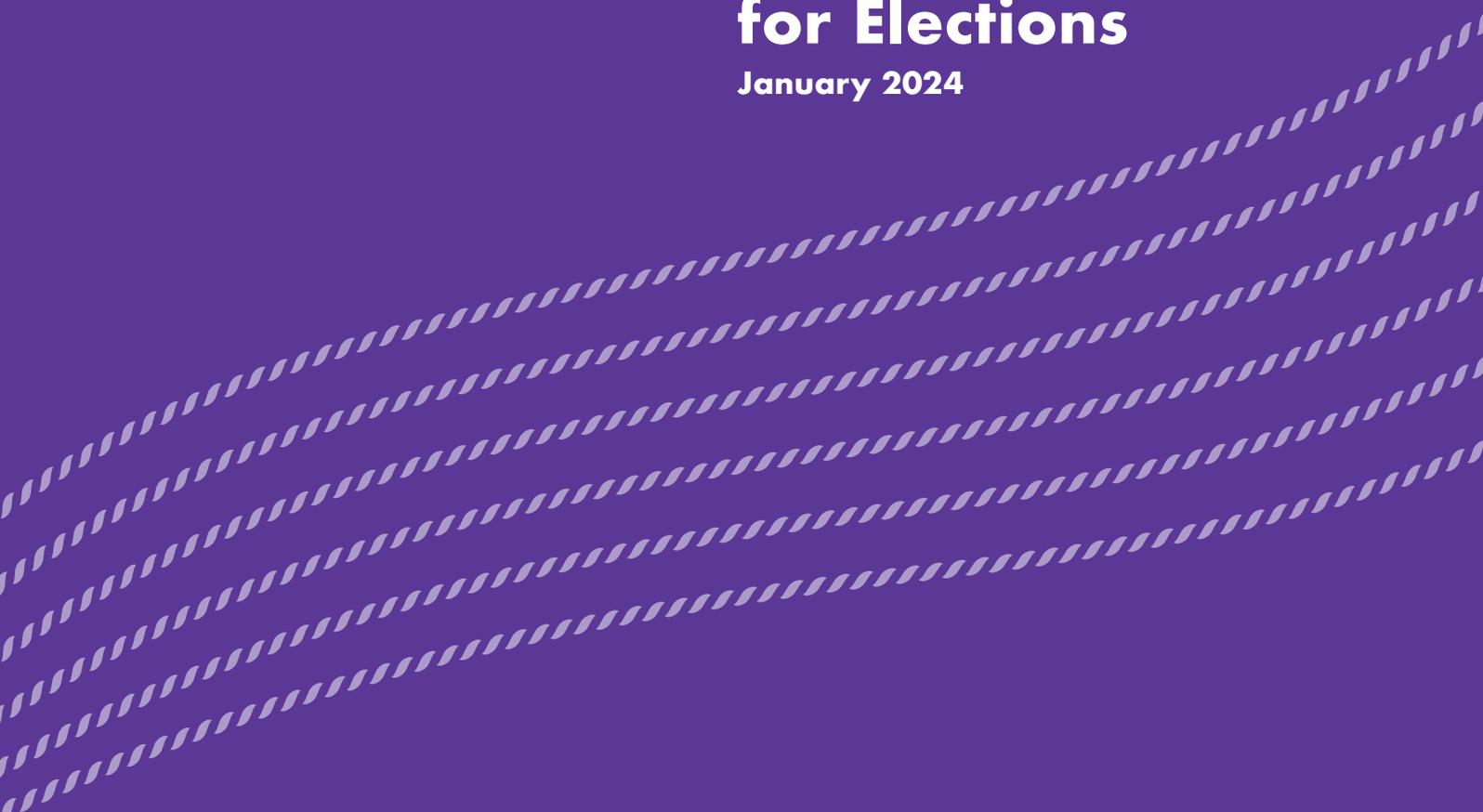


SCOUTS
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WOSM Code of Conduct for Elections

January 2024





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**Code of Conduct
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PREAMBLE

Purpose

The leadership of the World Organization of the Scout Movement (WOSM) aspires to the highest ethical standards. In seeking to serve in the highest offices of the leadership of WOSM, we wish the candidates to be good examples of the values of the Scout Promise and Law. This Code of Conduct for Elections (CoCE) is intended to assist candidates and their supporters to proactively avoid any actions that might be contrary to the values of WOSM.

The CoCE is based on the Scout values contained in the Scout Promise and Law. As such, this CoCE acts as guidelines on how candidates and their supporters are expected to behave when contesting elections for roles in the WOSM Volunteer Structure. We want to promote an environment where our behaviour is guided by Scouting values and everyone feels safe and respected. This CoCE will help us prevent unwanted behaviours and also allow us to act to correct them if they occur. As Scouts, we want to build a better world where people are self-fulfilled and play a constructive role in society. Our actions as volunteers and employees in our everyday life should promote our Scouting values and our mission. This document is to help clarify, in concrete terms, what is expected of each member of the WOSM in such elections.

As Members seeking leadership roles in WOSM, candidates are expected to lead by example in their actions in contesting these elections. Since these elections are internal matters of WOSM, candidates and their Member Organizations must do their utmost to prevent any third party external to Scouting, such as employers, local, regional or national government, ministries, diplomatic representations, from intervening in support of a candidate.

In addition, the purpose of this CoCE is to ensure that elections and campaign activities are carried out in such a manner as to protect the rights of candidates and Member Organizations to democratic, free, fair, and transparent processes to ensure equal opportunity for any candidate running for election to be elected.

Scope & Applicability

The CoCE applies to all elections for roles held on the World, Regional or Zonal levels of WOSM.

This CoCE is applied but not limited to all candidates running for elections (Candidates), WOSM team members, and any other individuals, agents, or entities (including Member Organizations) related to or supporting the election procedure and campaign of a Candidate either with finances or other material resources or efforts, with the consent or acquiescence of the Candidate (Supporters) from the date of the call for nominations for the role. Any action in bad faith by a Candidate prior to the date of the call for nominations with the intention to undermine the democratic process through a breach of this CoCE will also be actioned under this CoCE.

Key Documents

[WOSM Constitution](#)

[WOSM Code of Conduct](#)

[WOSM Complaints Policy](#)

[World Safe from Harm Policy](#)

[The Essential Characteristics of Scouting](#)

[WOSM Diversity and Inclusion Position Paper](#)

Effectiveness

This CoCE becomes effective from 31 January 2024 onwards, following the issuance of a circular through ScoutPak containing the latest version of this CoCE.

Non-exhaustiveness

In the event that any breach not stated or provided for in the CoCE materialises, disciplinary action may be taken against any action by Candidates or their Supporters that is contrary to the CoCE, the Scout Law, or the Scout Promise as laid down in Article II.2 of the WOSM Constitution.

Limitation Period

WOSM reserves the right to follow up on any breach to the CoCE at any time, and will process any complaints submitted under this CoCE within four weeks of the date of election. Any complaint received after this period will not be considered.

Severability

Regardless of any of the elements described in this CoCE, WOSM will, as detailed in the Complaints Policy, comply with any legal requirements in the country of the alleged breach.

Amendment and Review

The World Scout Committee's (WSC) Ethics Committee may propose amendments to this CoCE to the WSC for approval.

This CoCE is, with consultation to stakeholders, reviewed by the Ethics Committee at a minimum of once every triennium and recommended amendments will be submitted by the Ethics Committee to the WSC for ratification. After ratification, the CoCE will be updated as necessary and communicated via ScoutPak.

General Provisions

1. Rule of Law

All Candidates and Supporters accept the authority of the WSC's Ethics Committee or other competent body appointed by the WSC's Ethics Committee, and abide by this CoCE and all applicable laws, rules, regulations, and policies governing elections.

2. Prohibited Acts

In general, any act by the Candidates or their Supporters that is contrary to the values of Scouting is prohibited.

- a. Candidates and Supporters are prohibited from engaging in any activity that would contravene this CoCE or the General Provisions of the WOSM Code of Conduct.
- b. Candidates and Supporters are prohibited from offering any bribe, gift, inducement, or reward to voters. The offering of inducements includes the practice of vote bartering or trading. The Ethics Committee may initiate action and intervene if it judges that this rule has been breached, only after obtaining the approval of the Conference Chairperson and the WOSM Secretary General.
- c. Candidates and Supporters are prohibited from making any threat of retaliation or reprisal to Member Organizations, members of Member Organizations, voters, or other participants of any Scout event.
- d. Candidates and Supporters are prohibited from intimidating voters or Member Organizations or members of National Scout Organizations (NSOs) and must respect the right and freedom of all other Candidates to campaign and to express their ideas without intimidation.
- e. Candidates and Supporters are prohibited from posing as other voters or as representatives of Member Organizations other than their own.

- f. Candidates and Supporters are prohibited from preventing other Candidates and their Supporters, physically or psychologically, from campaigning.
- g. Candidates and Supporters are prohibited from using images or video content that could be considered a breach of the data privacy of the individuals, Member Organizations, or other organisations shown therein. Such materials may not be used for any unethical purpose in a campaign, including, but not limited, for smear campaigns or insinuation.
- h. Candidates and Supporters are prohibited from engaging in any misconduct, including but not limited to physical or psychological acts of violence, bullying, corruption, discrimination, harassment, or any criminal activity in any jurisdiction applicable to the Candidate or the place of registration of WOSM.
- i. World Scout Bureau Staff are prohibited from taking any action that would interfere with, promote, or negatively affect a Candidate, unless such action is a direct result of an instruction from the WSC as an outcome of a complaint under this CoCE.
- j. Candidates and Supporters are prohibited from using negative campaign tactics such as:
 - Character assassinations
 - Pejorative language
 - Usage of rumours or insinuations
 - Personal attacks on candidates
 - Use of false or misleading information on candidates

Such tactics would be considered a breach of the WOSM Code of Conduct.

3. Responsibilities

- a. Candidates, Member Organizations, their members, and Supporters must respect and conduct themselves in compliance with the Scout Law and Promise.
- b. Candidates, Member Organizations, their members, and Supporters must strictly comply with this CoCE and the General Provisions of WOSM Code of Conduct.
- c. Each Member Organization that nominates a Candidate will be responsible for its members' conduct in support of the Candidate.
- d. Candidates and their Member Organizations must ensure that any communications in connection with a candidate from parties external to Scouting can only be undertaken with the aim of informing of the running of or calling for - but specifically not offering reward for or offering sanction against - support of a candidate or candidates.
- e. All candidates and their Member Organizations must familiarise themselves with this CoCE.
Candidates must complete the training provided by the WSB during their submission of candidature. All candidates and their Member Organizations must make supporters aware of it by any possible means such as meetings, gatherings, internal communication, and social media. WOSM will require evidence that such actions have been taken as part of the nomination process by confirmation from the Candidate and the International Commissioner or equivalent of the supporting Member Organization.
- f. Candidates must ensure that their Supporters are aware of this CoCE and take decisive and reasonable measures within their authority to ensure the Supporters avoid any action that may appear to contravene the CoCE.
- g. Candidates, Member Organizations, their members, and Supporters must conduct themselves in a manner that respects the right of other Candidates, Member Organizations, and Supporters to a free, fair, and democratic process.

- h. Candidates, Member Organizations, and their members, must organise and conduct their election campaign in a manner that contributes toward a free, fair, and peaceful atmosphere during the campaigning period.
- i. Candidates, Member Organizations, their members, and Supporters must follow the election process to ensure a democratic, free, fair, and transparent process.
- j. Candidates, Member Organizations, their members, and Supporters, or any other participant in the election process, must report prior to the time of the vote of the election any observation of misconduct, including physical or psychological acts of violence, bullying, corruption, discrimination or harassment, committed by another Candidate or Supporter.
- k. Candidates and Supporters must maintain and aid in maintaining the secret voting process.
- l. Candidates and Supporters must accept and respect the certified outcome of the election.
- m. Candidates must, no later than one calendar week before the election, submit a written report to the Ethics Committee detailing the sources and amounts of funding used in their election campaign, and how the funds were expended in the format provided by the WSB. If additional contributions are received or additional expenditures are made in between the deadline and 24 hours before the election, the candidate must submit a complementary report.
 - In the context of this CoCE, funding must be understood as any resource of financial nature (e.g. cash, bank overdraft) or in-kind support (e.g. subsidies, access to office resources, technology, printing facilities, promotional material for distribution, paid human resources).
 - Sources are to be understood as the originator of the funding, (e.g. NSO, employer, private companies, local, regional or national government, families, friends).
 - In the context of this CoCE, expenditure must be understood as any use of the funding referred to under the above by the Candidate themselves (e.g. travel tickets, accommodation at events) or for the benefit of third parties (e.g. cocktail functions, gatherings).

4. Conflict of Interest

- a. WOSM Team members, as defined under the WOSM Code of Conduct, must refrain from any action that directly or indirectly affects the outcome of elections while acting in an official WOSM or personal capacity, unless that action arises directly in the implementation of a decision of the WSC following the application of this CoCE.

- b. Candidates who hold office or an appointment in any capacity of the WOSM Team must not make use of their office to further their own or another Candidate's campaign or otherwise gain advantage over another Candidate. The following are non-exhaustive examples of actions deemed as taking advantage of their office and appointment held within the WOSM Team for campaigning and would be considered A WOSM Team member using his/her scout.org e-mail in campaigning for election.
 - i. A WOSM Team member using their scout.org e-mail in campaigning for election.
 - ii. A WOSM Team member using the stage of an event that the Candidate has been invited to as a WOSM Team member to campaign for election.
 - iii. A WOSM Team member using or displaying a logo, label, or any other promotional material of a campaign while acting in an official WOSM capacity.

- c. Candidates who have been WOSM Team members are permitted to make use of historical photographs or videos of themselves in WOSM uniform from activities during their term as part of their campaign materials. However, from the date of submitting their candidacy, they may not make any campaign materials using new photographs or videos of themselves using the WOSM team uniform.

- d. Candidates, who are members of the WOSM Team, must maintain the rights of their official role and be treated with the same respect as given to all other members.

5. Promotional Materials

- a. Candidates and Supporters may not offer promotional materials that would induce another to stand or not to stand for election. Candidates must consider the volume and limit the value of promotional materials to be given away during the election campaigning period and at the election venue, recognising the perception of corrupt behaviour, the environmental impact and cost of such activities. While it may not be possible to limit the volume of promotional materials to be given away, the perception of sustainability and cost is to be considered as part of compliance and enforcement. The Ethics Committee may initiate action and intervene if it judges that this rule has been breached, after obtaining the approval of the Conference Chairperson and the WOSM Secretary General. Wherever possible, any such action will be taken through the office of the Conference Chairperson unless a conflict of interest of the Conference Chair, in which case the youngest Conference Vice-Chairperson will fulfill the role of the Conference Chairperson.
- b. Any promotional materials must be of token value only.

6. Sanctions

- a. Sanctions are meant to be corrective actions to address any proven breach and vexatious complaints concerning breaches to this CoCE.
- b. Sanctions may be imposed by the World Scout Bureau following approval by the WSC on the Ethics Committee's recommendation, as detailed in the Complaints Policy.
- c. Sanctions may be imposed on Candidates and Supporters (including nominating Member Organizations) for any breach of this CoCE.

- d. The principle of Sanctions will apply as follows:
 - i. Should the individual running for election breach this CoCE, the sanction will apply only to the individual. The nominating NSO would be entitled to nominate and support a new Candidate for the current election, unless the nomination period for the current election has already been concluded.
 - ii. Should the Member Organization breach this CoCE, then sanctions would apply to the Candidate and, over and above any sanctions applied, the NSO would not be entitled to nominate a new candidate for the election being contested.
 - iii. Should Supporters of a Candidate breach this CoCE, the Ethics Committee will judge in all fairness whether or not the Candidate and/or the Member Organization could have reasonably had control over the Supporters and their actions. The Ethics Committee will also assess whether the breach originates from one isolated supporter or from a large group of organised supporters. Depending on the result of the assessment, sanctions under paragraphs i or ii above will apply.

- e. The following sanctions may be applied, depending on the severity and type of infraction (sanctions can be cumulative and/or combined):
 - i. Confidential verbal and written warnings.
 - ii. Reprimand communicated to Member Organizations by circular and/or at the election venue.
 - iii. Disqualification of candidature.
 - iv. Loss of right to stand for future elections within WOSM.
 - v. Any legal action to seek redress.
Any other sanctions it deems appropriate within the authority of the WOSM Constitution and relevant WOSM policies.

- f. Findings, recommendations, and sanctions related to any complaint or allegation will be filed and retained by WSB.

Monitoring and Reporting

This section outlines how the World Scout Bureau monitors the implementation of this CoCE and inquiries into any allegation of breaches of this CoCE.

Monitoring

The World Scout Bureau will put in place internal procedures to monitor the implementation of this CoCE and ensure that complaints are submitted to the WSC's Ethics Committee for timely resolution.

Reporting of breaches and allegations

A report of a breach to this CoCE should be submitted prior to the start of the vote at the election being contested. Any complaint alleging a breach to this CoCE submitted within four calendar weeks after the vote has closed must follow the submission process in the WOSM Complaints Policy. No complaint will be accepted more than four calendar weeks after the contest vote has closed.

In accordance with the procedures outlined in the WOSM Complaints Policy, all formal reporting of breaches associated with this CoCE should be addressed to the World Scout Bureau at complaints@scout.org or by post or by hand to the World Scout Bureau at: Suite 17-3, Menara Sentral Vista, 150 Jalan Sultan Abdul Samad, Brickfields, 50470 Kuala Lumpur, Malaysia.

The designated World Scout Bureau Staff Support for the WSC's Ethics Committee is responsible for receiving these reports and supporting the WSC's Ethics Committee to carry out the complaint process. A report made against a World Scout Bureau staff member will be received and carried out by designated World Scout Bureau Staff overseeing human resource matters.

The person handling the election, after having consulted and confirmed non-confidential details with the officials overseeing the reports of breach to this CoCE, must deliver a summary report prior to the vote at the election to ensure transparency is maintained.

Confidentiality

All report information will be handled sensitively and confidentially, providing information to the relevant parties only and in accordance with any relevant data protection requirements and legal requirements in respect of the subject of the report. Please refer to Article 5 of the WOSM Complaints Policy.

Complaint Process

Under normal circumstances, free from time pressure or unusual adverse situations, an allegation of a breach must be received, investigated, and decided by the WSC's Ethics Committee in accordance with the procedures established in the WOSM Complaints Policy to ensure procedural fairness and due process.

To avoid any conflict of interest, the investigators and decision-makers must not be any of the following:

- a Candidate.
- a member of the Member Organization which nominated a Candidate.
- have demonstrably supported any Candidate in the contested election.

Any breach of this CoCE by a World Scout Bureau Staff member should be reported and will be addressed through internal procedures of the World Scout Bureau.

Understanding the sensitivity and potentially damaging nature of allegations under this CoCE, the submitted complaint will be reviewed by a committee prior to the initiation of a formal complaint process to ensure that the complaint is within the mandate of this CoCE and has basis.

This review Committee will consist of the following:

- Conference Chairperson of the Conference at which the election is taking place.
- Chairperson of the World Scout Committee.
- Secretary General of WOSM.
- Chairperson of the Ethics Committee.

Should any of these parties be conflicted as described above, or in any other manner, they will be automatically recused from the process of considering the complaint. If the review committee should, by simple majority, reject the complaint on the grounds of insufficient basis or falling outside of the scope of this CoCE, then the complaint will not be progressed. In the event of any other outcome of the vote, including a tied vote, the matter will proceed as described below.

Exceptions to the Normal Complaints Process under the WOSM Complaints Policy

Only for matters in the scope of this CoCE relating to the election of the WSC, the WSC's Ethics Committee Chairperson, on behalf of the WSC's Ethics Committee, may appoint a subcommittee from its members, including one of the two Vice-Chairpersons of the World Scout Conference, to investigate and provide findings and recommendations (including sanctions, if applicable) in respect of the complaint.

The recommendation of the subcommittee will be considered by a panel comprising of the Chairperson of the World Scout Conference (or the youngest Vice Chairperson if the Chairperson is conflicted), the Chairpersons of the World Scout Committee (or the youngest Vice-Chairperson if the Chairperson is conflicted) and the Chairperson of the Ethics Committee (or, if the Chairperson is conflicted, the youngest Ethics Committee Member that is not conflicted). The panel will further include the WOSM Secretary General in a non-voting capacity.

Wherever possible, any such recommended action or sanction will be taken through the office of the Conference Chairperson unless for a conflict of interest of the Conference Chairperson, in which case the youngest Conference Vice-Chairperson will fulfill the role of the Conference Chairperson.

For the avoidance of doubt, matters relating to any other election will be handled under the procedures detailed in the WOSM Complaints Policy, unless specifically requested and mandated by the WSC.

While the process specified in the WOSM Complaints Policy will be followed as closely as possible, provisions may be adjusted by the appointed special panel or the WSC's Ethics Committee to ensure a timely and equitable decision is made. Any complaint submitted within 30 days prior to the date of voting will be expedited.

An appeal under this CoCE will be processed under the procedures detailed in the WOSM Complaints Policy with the panel described above acting in lieu of the WSC decision-making role.





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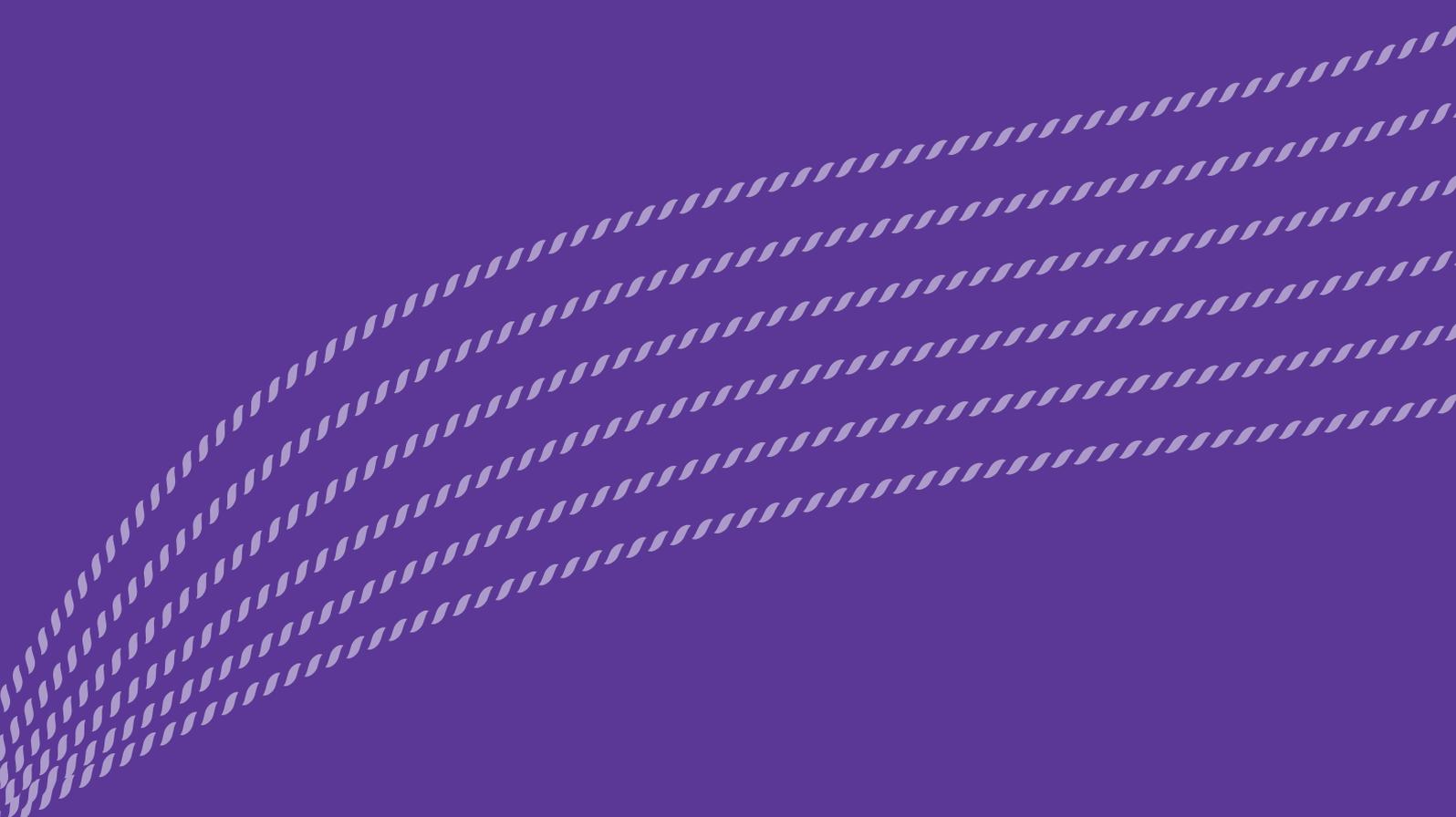
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