

# FYP Code of Conduct

## Purpose

This code is our promise to each other: as we grow individually, we grow stronger collectively. It outlines how we support each other's flourishing while building powerful youth advocacy.

The closer you are to FYP's core work, the more we expect you to embody these principles - not as a burden, but as a commitment to both your own growth and our collective impact. What starts as guidelines for followers becomes clear standards for associates, because your influence shapes our community's future.

## Scope

This code guides everyone in the FYP family, with increasing levels of responsibility:

- FYP Associates & Operation Team: Highest standards for self-love and authentic leadership
- FYP Assistants & Event Organizers: Strong commitment to values and community support
- Community Members & Partners: Basic standards for respectful participation
- General Followers: Guidelines for engaging with our spaces

By joining FYP in any capacity, you're committing to nurture both individual and collective flourishing, with the understanding that your responsibilities grow as your involvement deepens.

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## Agency

*Our power begins with self-love*

I. We commit to radical self-love and self-actualization.

“ In Practice at FYP:

- We prioritize our happiness over any work, because we can't help others to be happy if we can't make ourselves happy
- Step back from fyp projects that drain rather than energize you
- Leadership initiates supportive intervention if member's wellbeing appears compromised

Enforcement Level:

- Associates: Weekly wellbeing check-ins with OM; must decline work that compromises wellbeing
- Assistants: Monthly wellness reviews
- Community: Self-care resources provided
- Followers: Introduction to self-care principles
- Action on Violation: Immediate intervention by OM if overwork observed

*Research shows that individuals with higher levels of self-acceptance and self-actualization demonstrate greater resilience, lower rates of anxiety and depression, and increased capacity for social impact (Ryff & Singer, 2008; Maslow, 1971).*

**Read More:**

- ["The Body Is Not an Apology" by Sonya Renee Taylor](#)
- "Maslow's Hierarchy of Needs" research

# Authenticity

*Because being real is revolutionary*

## II. We commit to enriching work and meaningful engagement.

### “ In Practice at FYP:

- Build projects that excite you (e.g., mental health art initiatives, climate anxiety workshops)
- Contribute to Wiki sections you're passionate about

Enforcement Level:

- Associates & Team: Must maintain clear alignment between work and values
- Assistants: Regular alignment check-ins
- Community: Encouraged to engage authentically

- Followers: Free to choose engagement level

*Engaging in purposeful work significantly increases life satisfaction and reduces symptoms of depression and anxiety (Steger et al., 2012; Frankl, 1959).*

#### **Read More:**

- "The Happiness Trap" by Russ Harris
- "Man's Search for Meaning" by Viktor Frankl

### **III. We commit to authentic self-exploration and expression.**

#### **“ In Practice at FYP:**

- We use FYP projects to discover what moves us - this space is for finding yourself
- We bring our whole selves - interests, dreams, fears and all
- We honor diverse ways of being and knowing

#### **Enforcement Level:**

- Associates & Team: Must model authentic self-expression and respect for diversity
- Assistants: Regular reflection on personal growth
- Community: Encouraged to share authentically
- Followers: Welcomed to be themselves

*Authentic self-expression and identity exploration during youth significantly improve mental health outcomes and foster psychological well-being (Ryan & Deci, 2000).*

#### **Read More:**

- "True to Ourselves" by Cameron Anderson
- "Authenticity" by Stephen Joseph

### **IV. We commit to boundary-conscious collaboration and self-advocacy.**

#### **“ In Practice at FYP:**

- We set clear limits and honor others' boundaries. Always
- We say "no" without guilt when work doesn't align
- Protected right to decline what doesn't serve us or our community
- One strike for failing to deliver on dependencies

#### Enforcement Level:

- Associates & Team: Must model healthy boundary-setting
- Assistants: Required to communicate boundaries clearly
- Community: Encouraged to respect and set boundaries
- Followers: Introduction to boundary principles
- Action on Violation: One strike for boundary crossing or missed dependencies

*Strong personal boundaries and effective self-advocacy skills are fundamental to preventing burnout in youth advocates and maintaining long-term mental health (Cloud & Townsend, 2017).*

#### Read More:

- ["Set Boundaries, Find Peace" by Nedra Glover Tawwab](#)
- "Boundaries" by Henry Cloud and John Townsend

# Compassion

*Because kindness transforms everything*

## V. We commit to radical compassion.

### “ In Practice at FYP:

- We meet our struggles with kindness. No harsh self-judgment here
- We use non-violent communication. Always
- When we disagree, we listen first. Hard conversations need soft hearts
- Use "I notice/I feel/I need" format in difficult conversations
- Offer support when team members miss deadlines
- Listen fully to opposing views in policy discussions
- Practice trauma-informed communication in mental health advocacy

#### Enforcement Level:

- Associates & Team: Immediate review for communication violations
- Assistants: Required communication training
- Community: Basic non-violent communication expected
- Followers: Guidelines for respectful interaction

*Self-compassion is strongly correlated with reduced anxiety and depression while increasing resilience and capacity for social connection (Neff & Germer, 2017; MacBeth & Gumley, 2012).*

#### Read More:

- "Self-Compassion: The Proven Power of Being Kind to Yourself" by Kristin Neff
- "The Mindful Path to Self-Compassion" by Christopher Germer - ["Nonviolent Communication" by Marshall Rosenberg](#)
- "The Art of Communicating" by Thich Nhat Hanh

# Openness

*Because growth requires curiosity*

## VI. We commit to critical engagement.

### “ In Practice at FYP:

- Question everything - our work shapes youth futures
- Provide honest feedback on FYP rules & projects effectiveness
- Challenge assumptions in advocacy strategies
- Evaluate impact metrics critically

*Critical thinking reduces anxiety by increasing agency (Paul & Elder, 2020)*

### Read More:

- "Critical Theory and Social Justice" by Iris Marion Young
- "Teaching Critical Thinking" by bell hooks

## VII. We commit to open knowledge sharing

### “ In Practice at FYP:

- Document event planning processes on Wiki
- Share advocacy strategies that worked/failed
- Create resources for future organizers
- Write up community building lessons learned

### Enforcement Level:

- Associates & Team: Required documentation and reflection
- Assistants: Regular contribution to knowledge base
- Community: Encouraged to share learnings
- Followers: Access to open resources

Open knowledge sharing multiplies community impact (hooks, 1994).

## VIII. We commit to cultural humility and epistemological advocacy

### “ In Practice at FYP:

- Actively include diverse mental health perspectives in FYP projects
- Adapt FYP Slay Index for different communities
- Question Western-centric mental health frameworks
- Center marginalized voices in policy discussions

#### Enforcement Level:

- Associates & Team: Must model inclusive practices
- Assistants: Required cultural competency training
- Community: Basic inclusion standards
- Followers: Introduction to diversity principles

*Culturally responsive approaches to mental health and well-being lead to significantly better outcomes across different communities, with research showing up to 40% higher engagement and effectiveness when interventions honor cultural perspectives (Sue & Sue, 2016).*

#### Read More:

- "Culturally Responsive Teaching and The Brain" by Zaretta Hammond
- "How To Be An Antiracist" by Ibram X. Kendi

## IX. We commit to collective accountability

### “ In Practice at FYP:

- When we see a fellow team member struggles, we speak up
- We report serious violations. Safety requires courage
- We hold standards higher as involvement deepens Required participation in peer review processes

#### Enforcement Level:

- Associates & Team: Regular peer review participation
- Assistants: Basic accountability measures
- Community: Group feedback participation
- Followers: Basic community guidelines

# Joy

*Joy is a form of resistance*

## X. We commit to revolutionary joy, play, and purpose

### “ In Practice at FYP:

- Have fun

*Integrating play and joy into purpose-driven work significantly reduces burnout while increasing both personal well-being and movement sustainability (brown, 2019; Brown, S., 2009).*

### Read More:

- "Pleasure Activism" by adrienne maree brown
- "Play" by Stuart Brown

# Enforcement & Accountability

## Accountability Framework

### 1. Strike System

Three strikes within a calendar year trigger an intervention. Two additional strikes lead to a disciplinary hearing. Possible outcomes include:

- Role reassignment
- Temporary suspension
- Removal from position

### 2. Peer Support System Any Associate can initiate a peer support intervention when they notice:

- Consistent boundary violations
- Communication issues
- Wellbeing concerns

### 3. Serious Violations Some actions bypass the strike system and require immediate review:

- Harassment or discrimination

- Intentional harm to community
- Major breaches of core values

# Enforcement by Role

FYP Associates & Operation Team

Must actively model all values

- Regular wellbeing check-ins required
- Highest standards for communication
- Documentation requirements
- Peer review participation

FYP Assistants

- Basic accountability measures
- Communication training required
- Regular alignment check-ins

Community Members

- Basic non-violent communication expected
- Respect for boundaries required
- Encouraged to participate in feedback

General Participants

- Introduction to core values
- Basic community guidelines
- Access to resources and support

## Types of Enforcement

### [Strike System]

A structured, progressive system for addressing repeated violations.

#### “ Process:

1. initial three strike: Documented warning & Intervention at third strike
2. fourth and fifth strike: Disciplinary hearing



**Reset:** Strikes reset annually

## [OM Supervision]

Direct oversight parenting by Current Operation Manager with escalation to Principal for serious concerns.

### “ Process:

1. OM provides regular check-ins and support
2. OM documents concerns and growth areas
3. OM can initiate intervention when needed
4. Principal involvement for serious or unresolved issues

## [FYP Family Peer Support]

Any Associate or Assistant can call for peer support intervention.

### “ Process:

1. Member raises concern to involved parties
2. Facilitated conversation with neutral peer mediator
3. Collaborative development of resolution plan
4. Community support in implementing solutions

## [Standard Committee]

For serious violations requiring formal review.

### “ Process:

1. Committee formed of 3 Associates and 1 Advisor
2. Formal investigation and hearing process
3. Binding decisions on serious matters
4. Appeals possible through Principal

# Enforcement Tags

- [Strike] - Subject to strike system
  - [OM] - Under Operation Manager supervision
  - [Peer] - Peer intervention appropriate
  - [Standard] - May require Standard Committee review
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*In solidarity and with fierce hope for our collective liberation,*  
The Youth of ForYouPage.Org

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