

FYP Code of Conduct

Declaration of Theory of Change

We, the youth of ForYouPage.Org, united in our vision for collective liberation and transformation, recognize that personal flourishing drives systemic change. Standing in solidarity with youth advocates past and present, we hereby commit ourselves to the following principles and practices, understanding that our individual growth and collective power are inseparable in the struggle for youth mental health and well-being.

Agency

Our power begins with self-love

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

We fiercely prioritize our mental health and well-being, making self-love and self-actualization our highest priority while supporting others in doing the same, because we know systemic change begins with personal flourishing.

“ **In Practice:** When a team member feels overwhelmed, they openly communicate their need to step back from projects without guilt or fear of judgment, and the community actively supports their decision. Enforced by [OM] [Family]

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](#)

II. We commit to mindful presence.

We stay radically present in our work and relationships, engage our full selves to every moment while remaining aware of our energy levels and conscious about our bodies.

“ **In Practice:** During meetings, we practice "phone-free zones" and check in with each other's energy levels, adjusting agendas when needed to honor our collective capacity. Enforced by [OM] [Family]

Studies demonstrate that mindful presence significantly improves mental well-being, reduces stress, and enhances both personal and collective decision-making capacity (Kabat-Zinn, 2013; Brown & Ryan, 2003).

Read More:

- "The Mindful Self-Compassion Workbook" by Kristin Neff & Christopher Germer
- "The Miracle of Mindfulness" by Thich Nhat Hanh

III. We commit to growth resilience.

We embrace challenges fiercely as opportunities for growth, viewing setbacks not as failures but as essential steps in our journey while building sustainable support systems that help us bounce back stronger.

“ **In Practice:** After an event doesn't meet expected attendance, the team holds a reflection session focused on learning and improvement rather than blame or disappointment. Enforced by [OM] [Family]

Developing resilience and a growth mindset significantly improves mental health outcomes and increases likelihood of achieving both personal and social change goals (Dweck, 2006; Duckworth, 2016).

Read More:

- "Growth Mindset" by Carol Dweck
- "Grit" by Angela Duckworth

Authenticity

Because being real is revolutionary

IV. We commit to enriching work and meaningful engagement.

We choose to devote our time and energy to work that genuinely enriches our lives and our communities, fearlessly saying no to what drains us to protect our capacity for meaningful impact.

“ **In Practice:** A team member honestly expresses that a proposed project doesn't align with their passions, and helps connect it with someone who would find it more engaging. Enforced by [OM] [Family]

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

V. We commit to authentic self-exploration and expression.

We strive fiercely to explore, discover, and express our genuine selves, creating spaces where youth can freely find themselves and be themselves.

“ **In Practice:** During team introductions, members share not just their roles but their personal stories, cultural backgrounds, and what brought them to youth advocacy. [OM] [Family]

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

VI. We commit to boundary protection and self-advocacy.

We maintain fierce boundaries that protect our energy and space, actively advocating for our needs and empowering others to do the same.

In Practice: A member clearly communicates their availability hours and offline times, and the team respects these boundaries without question. [OM] [Family] [Strike]

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

VII. We commit to radical self-compassion.

We practice fierce kindness toward ourselves, embracing our full self including our struggles, imperfections, and the messy reality of being young changemakers in today's world.

In Practice: When a member misses a deadline due to mental health challenges, they practice self-forgiveness and share their experience to help normalize mental health discussions. Enforced by [OM] [Family]

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

VIII. We commit to radical compassion for others.

We extend deep understanding and care to all people, especially those who hold different views or stand in opposition, recognizing our shared humanity and using compassion to bridge conflicts into connections.

In Practice: During disagreements about strategy, members actively practice reflective listening and seek to understand opposing viewpoints before responding. Enforced by [OM] [Family] [Strike] [Standard]

Practicing compassion for others enhances both personal well-being and community resilience while reducing burnout (Rosenberg, 2015; Klimecki et al., 2014).

Read More: - "Nonviolent Communication" by Marshall Rosenberg

- "The Art of Communicating" by Thich Nhat Hanh

Openness

Because growth requires curiosity

IX. We commit to critical thinking.

We pledge to examine everything we do as a community with rigorous honesty and careful consideration, recognizing that our actions today shape the future of youth advocacy.

In Practice: After each major initiative, the team conducts thorough impact assessments, openly discussing both successes and areas for improvement. Enforced by [OM] [Peer]

Developing critical thinking skills significantly improves youth mental health outcomes by enhancing decision-making capacity and reducing cognitive distortions associated with anxiety and depression (Paul & Elder, 2020).

Read More:

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

X. We commit to cultural humility and epistemological advocacy.

We actively embrace diverse cultural perspectives on well-being and mental health, striving to build systems that honor and uplift different ways of knowing and healing.

In Practice: When developing resources, the team actively seeks input from members of different cultural backgrounds and incorporates diverse healing practices and perspectives. Enforced by [OM] [Family] [Strike] [Standard]

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

Joy

Joy is a form of resistance

XI. We commit to revolutionary joy, play, and purpose.

We make fierce space for celebration and play in our work, recognizing that joy itself is a form of resistance against systems that would rather see us burnt out and disconnected.

In Practice: Team meetings regularly include time for games, celebration of small wins, and sharing moments of joy from our advocacy work. Enforced by [OM] [Family]

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

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

Serious Violations

Certain actions may require immediate Standard Committee review:

- Harassment or discrimination
- Intentional harm to community
- Breach of core values
- Violation of trust

These cases bypass standard progressive enforcement and move directly to Ethics Committee review.

These commitments serve not as mere guidelines but as our collective pledge to each other and to the movement we are building. Together, we demonstrate that authenticity, agency, and compassion are not just ideals but practical tools for transformation.

In solidarity and with fierce hope for our collective liberation,
The Youth of ForYouPage.Org

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