FYP Code of Conduct

last updated: 11/18/2024

Preamble

We, the youth of ForYouPage.Org (FYP), in order to empower our generation to be **fiercely ourselves** and to **change our world for the better**, do hereby unite, ordain and establish this Governance Charter for ForYouPage.Org, for you.

We, all youth of FYP, will prove that *authenticity*, *compassion*, and *kindness* always triumph.

Article I: Values, Mission, Theory of Change

Our values, mission, and theory of change are fully articulated in the FYP Manifesto. This Code of Conduct serves to implement those principles in practice.

Article III: Organizational Structure

Section 1. Independent Anonymous Youth Decision Board

A. Independent Anonymous Youth Decision Board

(Note: Structure approved but implementation pending)

1. Composition: Individuals under 25 years of age from diverse backgrounds, cultures, and countries.
2. Selection: Open application process requiring at least five letters of reference attesting to integrity.
3. Powers: Collective veto power over key decisions and approval authority over FYP general partnerships.

4. Term: Staggered two-year terms, with half the board selected annually.
5. Global Representation: No more than 40% of members from any single country.

B. Operation Team

1. FYP Principle: Director & primary spokesperson of FYP.
2. FYP Associates: Fully admitted direct builders of FYP with voting rights.
3. FYP Assistants: Partially admitted direct builders of FYP without voting rights.

C. FYP Community through Operational Products

1. FYP Wiki: Open collaborative knowledge-sharing platform.
2. FYP Event: Coordinated advocacy and networking events.
3. FYP Community: Engagement and support networks for youth advocates.
4. FYP Intern: paid internship program that allow youth to work in areas of their passion, strictly limited to maintain FYP's core commitment to no monetary incentives. *Currently Experimental.*

Section 2. Roles and Selection

A. FYP Principle

1. Selection: Elected annually by majority vote of FYP Associates.
2. Duties & Power: Primary spokesperson, coordinator of strategic initiatives, ensures adherence to mission and values.

B. FYP Associates

1. Selection: Majority vote by associates for: a) Recognized youth leaders formally recommended by FYP Associates or b) FYP Assistants i. who have completed 20 youth leader interviews, of which a minimum of 5 must be international demonstrating understanding of those that fyp serves, core values and needs, diversity, and equality of youth, and nonviolent communication, and ii. who have written an essay demonstrating their own ability to be authentic, iii formally recommended by FYP Associates.
2. Duties & Power: Voting rights on all major decisions and direct builders of FYP operational products; official affiliation

C. FYP Assistants

1. Selection: Open application, interviews, and majority vote.
2. Duties & Power: Same as FYP Associates but with no voting rights and contribution to FYP products require supervision of at least 1 FYP Assistant.

Section 3. General Managers

A. Appointment: Rotating 3-month leadership roles for specific projects, open to both Associates and Assistants. B. Selection: Appointed by consensus of the Operation Team.

Section 4. Age Requirement

All team members must be under 26 years of age at the time of admission with exception allowed by majority vote of associates.

Article III: Decision-Making Processes

Section 1. Strategic Decisions

A. Led by the FYP Principle. B. Requires consensus among FYP Associates. C. Subject to veto by the Independent Anonymous Youth Decision Board.

Section 2. Operational Decisions

A. Managed by the FYP Operation Team. B. Requires consultation with relevant team members.

Section 3. Product-Specific Decisions

A. Directed by respective Product Leads. B. Involves consultation with product team members.

Section 4. Proposal and Implementation

A. Any FYP member may propose changes through monthly public hearings. B. Requires majority approval from Associates and absence of veto from the Independent Board.

Section 5. Transparency

A. All voting records, meeting minutes, and organizational documents to be publicly accessible. B. Regular public reports on activities, impact, and financial status.

Section 6. External Engagement and Partnerships

A. Youth Groups: Formal recommendations for partnerships with youth groups may be submitted by any FYP Community Member to the Operation Team. Approved if no majority objection from the

Operation Team.

B. Non-Youth Groups: Partnerships with non-youth groups require formal recommendation by an FYP Operation Team, majority approval from the Operation Team, and majority approval from the Independent Decision Board.

C. Active engagement with policymakers and industry leaders to amplify youth voices.

Article V: Ethical Standards and Financial Governance

Section 1. Code of Conduct

A. All members shall uphold FYP's core values, maintain integrity, respect diversity, and foster inclusivity. B. Conflicts shall be resolved through open dialogue, with escalation to the Operation Team and Independent Board if necessary.

Section 2. Accountability

A. Regular peer and self-evaluations conducted quarterly. B. Monthly public reports on activities, impact, and financial status.

Section 3. Financial Principles

A. Volunteer-driven model with minimal financial transactions. B. No monetary compensation for core team members, with limited exceptions for specific intern roles. C. Any funds received shall be transparently allocated for operational costs and youth stipends. D. Major financial decisions require consensus approval from Associates and review by the Independent Board. E. Quarterly financial reports shall be made public.

Article VI: Amendments and Dissolution

Section 1. Amendments

A. Proposal:

1. Any FYP Associate or Assistant may propose amendments through monthly public hearings.

B. Ratification:

1. Requires two-thirds majority approval from FYP Associates.
2. Final approval from the Independent Anonymous Youth Decision Board.

C. Regular Review:

1. Annual evaluation of operational processes and governance structure.
2. Recommendations for adjustments presented to the Operation Team for implementation.

Section 2. Dissolution

A. Conditions:

1. May be considered if FYP no longer effectively serves its mission.

B. Process:

1. Requires unanimous decision from Associates and approval from the Independent Board.
2. All assets to be distributed to aligned youth advocacy organizations, as determined by the Independent Board.

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