

Speak Up Policy

At The Youth Group we maintain a culture of openness and mutual respect. It's important to us that every employee or partner feels that their opinions will be listened to and taken into consideration. The Youth Group is created by its people. That's why we came up with this Speak Up policy, which together with our Code of Conduct and other policies, establishes the foundation of all of our actions.

Our 'listening before you speak' attitude is great and helps avoiding unnecessary conflicts. It's a tool of a real team player and we live by this rule. It's not about being polite, it's about respect and openness.

Tell the truth. This policy is put in place so we can all feel safe and in order to create such space, honesty is a must. It's important to speak up when you have concerns about certain topics or if someone's behaviour is making you feel uncomfortable. It doesn't have to be confirmed, it's important to react quickly, but making sure you speak from the place of truth.

If something doesn't sound right, seek clarity. Ask and make sure you understand what's said and don't be afraid to admit if you have a different opinion on certain issues. It's better to let it out than being

alone with your concerns. And remember, there are no silly questions.

Be proactive. Don't wait for somebody else to speak up. If you think something isn't right, let someone know. If you think one of your colleagues is suffering or you're worried about them, also don't be afraid to tell someone who can help. You might be helping them massively!

We don't know all the reasons behind people's behaviour. Try to understand before you judge. You can let them know that you don't like the way they treat you or others, but be respectful at all times.

Respond, don't react. It's important to keep calm and reasonable. Sometimes it's better to cool down before you make your point. Emotional reactions might lead to conflict and hurting each other's feelings.

Don't be afraid to speak up. Whether it turned out to be true or not, whether someone will have to face the consequences of their behaviour, you will not be victimized and there will be no consequences. We always invite people to ask, question and challenge us - that's how we grow.

Be open to others, their opinions and beliefs. There's room for all of us if we are respectful to each other.

