



Eurocities code of conduct for Member Cities and Partners

1. Introduction

Eurocities adopted its organisational values at the General Assembly in Cluj Napoca, Romania, on 30 May 2024, as outlined in the Eurocities Strategy 2030. The current five values - one of which was added later - are:

- **We are inclusive.** We embrace diversity and create an environment where every individual is valued, respected, and has equal opportunities to thrive.
- **We are professional.** We are good at what we do, demonstrating the highest degree of proficiency, transparency, compliance and integrity, learning continually, and adapting quickly.
- **We empower.** We work closely together to share knowledge, support, and inspire each other through mentorship, encouragement, openness, and trust.
- **We are impactful.** We are committed to bold objectives and driven by the difference we make when we take initiative and use change as an opportunity.
- **We are responsible.** We care about our member cities, our staff, our partners, society, and the planet and we act accordingly.

In line with these values, Eurocities has adopted two complementary Codes of Conduct that reflect the same organisational values and follow the same structure:

- the Eurocities Code of Conduct for Staff, Interns and Freelancers, and
- the Eurocities Code of Conduct for Member Cities and Partners.

Together, these codes help ensure that everyone who works for, contributes to, or participates in Eurocities activities is treated with dignity and respect and is able to engage in a safe, inclusive, professional and constructive environment.

2. Scope of application

This Code of Conduct for member and partner cities, and participants in Eurocities activities, forms part of the wider Eurocities framework for ethical and professional behaviour. It complements the Eurocities Code of Conduct for Staff, Interns and Freelancers, and translates the same organisational values into standards applicable to representatives of member and partner cities, and other participants in Eurocities activities.

This Code applies to all representatives of Eurocities member cities and organisations participating in Eurocities activities, including meetings, working groups, forums, events, projects, governance meetings, and online platforms.

By participating in Eurocities activities, members and partners commit to upholding the principles and standards set out in this Code of Conduct and to contributing to a respectful, inclusive, professional, and constructive environment for all.

3. Values

1. ***We are inclusive.*** *We embrace diversity and create an environment where every individual is valued, respected, and has equal opportunities to thrive.*

Eurocities members and partner cities, and participants in Eurocities activities commit to respecting at all times the dignity, worth and equality of the persons they work with, ensuring a workplace free from discrimination, harassment, intimidation based on gender, race, ethnic origin, religion or belief, disability, age, sexual orientation, and social and economic background.

Eurocities members and partner cities, and participants in Eurocities activities should show awareness that statements or actions not necessarily intended to be offensive to another person may be perceived as such, by exercising restraint and refraining from unpleasant or disparaging remarks or actions. Diverse perspectives strengthen the Eurocities network. All are encouraged to listen actively, engage constructively, and ensure that all voices have an opportunity to contribute.

2. ***We are professional.*** *We are good at what we do, demonstrating the highest degree of proficiency, transparency, compliance and integrity, learning continually, and adapting quickly.*

2.1. As professionals, we uphold the integrity and credibility of our organisation by respecting and aligning with its collective decisions. We contribute to informed decision-making processes and, once a course of action is set, we demonstrate unity and responsibility in representing our organisation's position. Members are expected to engage constructively in Eurocities decision-making processes and to respect decisions taken through the organisation's agreed governance procedures, even where differing views were expressed during discussions.

2.2. Integrity and conflict of interest

Members and partner cities should act in the best interests of Eurocities and the integrity of its activities. A conflict of interest may arise where personal, professional, political, organisational, or financial interests could influence, or reasonably be perceived to influence, participation in decision-making, project selection, procurement procedures, appointments, advocacy positions, or other Eurocities activities.

Members and partner cities should disclose any actual, potential, or perceived conflict of interest at the earliest opportunity and, where appropriate, refrain from participating in related decisions or discussions.

2.3. Anti-bribery and anti-corruption

Eurocities is committed to the highest standards of integrity, transparency, and ethical conduct. Eurocities maintains a zero-tolerance approach to bribery, corruption, fraud, extortion, embezzlement, and any other improper conduct that could compromise the integrity, independence, reputation, or good functioning of the organisation.

Representatives of member cities, partners, and participants in Eurocities activities must not directly or indirectly offer, promise, give, request, or accept any financial, material, political, or other advantage that could improperly influence, or reasonably be perceived as influencing, decisions, positions, activities, or outcomes within Eurocities.

Particular care must be exercised in relation to governance processes, advocacy activities, project implementation, procurement procedures, funding decisions, the selection of experts or partners, and any other activity where impartiality, transparency, and trust are essential. Contributions to Eurocities discussions and decision-making processes must be based on the collective interests of the network and conducted in an open, transparent, and professional manner.

Gifts, hospitality, or other benefits may only be offered or accepted where they are occasional, of modest value, consistent with normal professional courtesy, and cannot reasonably be perceived as creating an obligation or influencing a decision, position, or outcome within Eurocities activities.

Any member, partner, or participant who becomes aware of, suspects, or is approached in relation to possible bribery, corruption, fraud, or other improper conduct connected to Eurocities activities should promptly report the matter in accordance with the reporting procedures set out in this Code of Conduct. Eurocities will not tolerate retaliation against any person who raises concerns in good faith.

3. *We empower.* *We work closely together to share knowledge, support, and inspire each other through mentorship, encouragement, openness, and trust.*

3.1. We encourage and support the professional development of fellow members, city representatives, partners, and Eurocities staff and promote individual achievement and continuous learning. We expect and deliver feedback regularly, considerately and constructively, and positively recognise success.

We communicate with each other in a calm, professional, and respectful manner, even in challenging situations, fostering an environment of trust and collaboration.

3.2. We empower each other by acknowledging and valuing the work, ideas, and achievements of our colleagues. We foster a culture of mutual respect and fairness, ensuring that credit is given where it is due. We actively support and recognise each other's contributions, promoting a collaborative and appreciative work environment where everyone's efforts are recognised and valued.

3.3. We promote an open and inclusive work environment where diverse perspectives are valued. We commit to consult with each other and value the perspectives of those who are different from us, as well as those who challenge our own point of view. We are committed to communicating openly and honestly.

4. *We are responsible.* We care about our member cities, our staff, our partners, society, and the planet and we act accordingly” & “*We are impactful.* We are committed to bold objectives and driven by the difference we make when we take initiative and use change as an opportunity.”

Commitment to Responsibility. As responsible professionals, we take ownership of our actions and decisions. We ensure that our work reflects the values of our organisation and contributes positively to our member cities, and partners. We actively support our colleagues and partners to ensure we work collaboratively toward shared goals. As part of our commitment to caring about the planet and acting sustainably outlined in the Eurocities Sustainability Strategy, we follow travel and event policies that promote environmentally responsible choices.

Commitment to Impact. We are driven by the desire to make a meaningful difference through our work. We take initiative, set bold objectives, and embrace change as an opportunity for growth and improvement. We actively seek ways to contribute to positive outcomes, whether through innovative ideas or collaborative actions, and are accountable for the impact of our decisions. We recognise that boldness and innovation sometimes come with failure — and we see this as part of the learning process. We support Eurocities members, staff and participants in Eurocities activities in taking thoughtful risks, provide constructive feedback, and encourage continuous learning to turn setbacks into opportunities for growth. By staying focused on our goals and being proactive, we ensure that our efforts lead to tangible, lasting benefits for our organisation and our members.

4. Implementation

At Eurocities, we are committed to making this Code of Conduct a living document that supports positive, respectful, and productive collaboration across our network.

To support the implementation of this Code:

- The Code of Conduct is made available to all member cities, partners, and participants in Eurocities activities and is communicated through relevant channels, including governance, forums, working groups, projects, events, and online platforms.
- Representatives participating in Eurocities activities are expected to familiarise themselves with the principles and standards set out in this Code and to apply them in their interactions with others.
- Chairs, moderators, elected representatives, project leaders, and members of the Eurocities Office are expected to promote and exemplify the behaviours and values reflected in this Code.
- Opportunities to raise awareness, exchange good practices, and reflect on topics such as inclusion, integrity, ethical conduct, respectful participation, and collaboration may be incorporated into Eurocities meetings, events, projects, and capacity-building activities.
- Where relevant, Eurocities may provide guidance on matters such as conflicts of interest, integrity, anti-corruption, responsible advocacy, and the respectful management of discussions and decision-making processes.
- Eurocities’ governance rules, membership commitments, project agreements, organisational policies, and event procedures support the practical application of this Code.
- Upholding this Code is a shared responsibility. All participants in Eurocities activities contribute to maintaining a safe, respectful, inclusive, professional, and constructive environment that enables effective collaboration and mutual trust across the network.

5. Reporting breaches

Any concerns regarding breaches of this Code of Conduct should be raised as soon as possible with the relevant Eurocities contact person, event organiser, forum chair, working group chair, moderator, or member of the Eurocities Office, depending on the context.

Reports will be handled confidentially, fairly, and in a timely manner, taking into account the nature and seriousness of the concern. Eurocities may designate members of the Eurocities office to receive, assess, and follow up on reports of potential breaches of this Code of Conduct.

Retaliation against individuals who raise concerns in good faith or who participate in the resolution of a concern will not be tolerated.

Where a breach of this Code of Conduct is identified, Eurocities may take appropriate measures, including:

- issuing a reminder of the expected standards of behaviour;
- requesting that inappropriate behaviour cease immediately;
- facilitating dialogue or mediation between the parties concerned where appropriate;
- issuing a formal warning;
- removing an individual from a meeting, event, online platform, or activity;
- restricting or suspending participation in specific Eurocities activities; or
- referring serious or repeated breaches to the relevant Eurocities governance bodies for further consideration.

Eurocities reserves the right to take any action necessary to ensure a safe, respectful, inclusive, and professional environment for all participants.