

# EUPC Code of conduct and practice

## REASON FOR THIS CODEX

The EUPC training concept aims at preserving an open-source, public-domain philosophy of providing training products paid for by EU citizens' taxes to the public as free of costs as possible. The following rules of conduct serve to uphold the idea that the EUPC trainings can be rolled out in the interest of the public and ultimately of youth in Europe and beyond with high quality, consistency and trust. They shall avoid that EUPC trainings might be diluted, misused, or used for primarily commercial purposes; or simply used and taught by people who might not be fit for it. We want to grow and cultivate a community of EUPC trainers with a common philosophy, values, practices and identity, as an EUPC brand.

The respective behaviours and attitudes are expected from all Master Trainers and European Master Trainers for EUPC.

Since European Master Trainers are to give recommendations about trainees who have the potential to become Master Trainers and/or European Master Trainers, they shall consider these rules when assessing future trainers.

The community of all master trainers shall uphold them and report violations to the EUPC Advisory Board.

## ESSENTIAL COMMITMENTS OF THE CODE

When registering for a Training of Trainers, candidates sign up for the following essential commitments of this Codex, in which they commit ...

- to not use EUPC courses, EUPC content or their own credentials as EUPC trainers
  - for self-promotion for financial profits,
  - for publicising other services they might offer (e.g. counselling, speeches, consultancy) with a commercial purpose
  - for promoting or advertising for programmes, interventions and activities, other than related to EUPC, of themselves or their organisation, with a commercial purpose
- to not make commercial use of EUPC materials, such as charging training fees that exceed the costs for reasonably covering the usual costs for a training (trainer fees, logistics, accommodation and travel)
- to not – except if agreed and coordinated with the EAB and relevant bodies – formally engage with organisations whose interests might be perceived as inimical to the principles of evidence-based prevention, such as alcohol, tobacco or cannabis industries and organisations that use scare tactics or ex-substance users as testimonials
- to not conduct training with Co-Trainers who have not been EUPC trained
- to conduct a minimal number of 4 EUPC trainings over the next 4 years
- to follow in the trainings all of the EUPC-content for all chapters of the EUPC curriculum

- to distance themselves from own beliefs, interests, or instincts that might conflict with EUPC contents
- to not promote or defend strategies and approaches that are not backed by the EUPC manual, the UNODC international prevention standards or the EMCDDA Best Practice Portal, such as scare tactics
- to abstain from depreciative expressions about the principles of scientific processes of evidence building
- to have always an updated and profound knowledge of the contents of the EUPC manual and its reference materials
- to ensure dignity of participants and not take an oppositional or superior stand towards participants, their beliefs and values
- to be able to explain and argue for positions taken in the EUPC.

#### SKILLS, COMPETENCES AND ATTITUDES THAT EUPC MASTER TRAINERS SHALL BRING

**All Master Trainers** shall have previous experiences in delivering prevention-related trainings, positive attitude towards acquiring knowledge and competences about science-based approaches in prevention, openness to paradigm change and a clear commitment to the principles of prevention science. Effective, self-contained communication skills are essential. Besides deep knowledge of the EUPC manual content and its reference documents, they must be successful in teaching back random themes of the EUPC. An academic background in sciences is desirable.

**European Master Trainers** must additionally be proficient in reading, understanding and talking English. Large experience, knowledge and skills in adult education are important assets. It is expected from European Master Trainers that they are able to instruct other trainers in delivering the EUPC content with high fidelity and a consistent message.

#### SKILLS, COMPETENCES AND ATTITUDES EUPC MASTER TRAINERS SHALL STRIVE TO

- Be motivated and engaged in driving changes in their own prevention system
- Have no moral or judgmental attitudes about the opinions and behaviours expressed by the target population(s) of the trainings.
- Respect youth and related behaviours, including experimenting with substances and recognise youthful behaviour as normal and to be expected
- Value and express compassion, warmth, support, empathy, authenticity, humility, and sensitivity
- Agree with need for quality in prevention, motivated to improve quality in prevention and to apply standards
- Understand and recognise why outcome evaluation is essential in order to assess actual behavioural outcomes

- Have a good orientation in the national legal and cultural context of substance use prevention and be able to adjust evidence-based recommendations to these real-life requirements
- Be open for interactive approaches such as group work
- Listen to participants and reflect their thoughts
- Acquire skills to advocate and discuss difficult topics
- Openly collect and process opinions, feedback and criticism from the participants

### KEEPING THIS CODE ALIVE

**Formally:** any participant, observer or trainer can send complaints or doubts about violations of this code of practice to [EUPC@emcdda.europa.eu](mailto:EUPC@emcdda.europa.eu) or to any European EUPC master trainer listed on the EMCDDA Website

The EUPC Advisory Board will be consulted for further steps and might itself consult with the larger community of Master Trainers. Ultimately, if violations are considered grave, persistent or repeated, the respective Master Trainer might not be admitted to ToTs or be removed from the list of European EUPC master trainers.

**Informally:** ToTs in Lisbon are a natural occasion for Master Trainers to meet and discuss emerging issues.

A LinkedIn Group of Master Trainers shall be set up for continuous discussions and engagement. Trainers have there the possibility to e.g. share self-reflections, documenting their self-development. Yearly EUPC trainers' group and supervision meeting with their European trainer(s) are being considered.