

# **Young Voices of Talent**

## **Code of conduct - draft**

### **I. Our promise to you**

The mission of Young Voices of Talent(YVT) is clear and concise: to give talented Zimbabwean youths an opportunity to express their talent to Zimbabwe and the rest of the world. The text contained herein serves to make sure that YVT's mission is met in its entirety for the benefit of YVT and its users.

### **II. Enquiries and voicing concerns**

YVT's code of conduct has been put in place to cater for the need of all parties concerned with a strong sense of impartiality. Thus, if anyone feels that the standards underlined below are partial in any way or have been defied in YVT's operations, please contact the YVT team so that the situation may be clarified.

### **III. Digital workplace environment**

In this document all the terms referred to as "digital workplace environment" refer to YVT's online platform as a whole. In engaging with YVT's online platform, the following apply:

#### ***a) Collaborative and conducive environment***

YVT follows a zero tolerance policy for any behavior and actions that are not civilized in nature and offensive to any of its users. That is, we do not tolerate harassment, discrimination or any form of bullying whatsoever. Since YVT exists in a digital realm, it would naïve of us to ignore the extensity of cyberbullying on the internet. Thus, our moderators will be very watchful of any form of bullying and dismiss the perpetrators without warning. Other forms of intolerable behavior and/or actions includes, but not limited to, the following:

- Sexual or hateful speech (direct or implied)
- Circulation of offensive or sexually explicit content (auditory or visual)
- Uploading political or politically-motivated content, especially in offense of another political structure.
- Emotional or verbal abuse (e.g. threatening users)

*b) Non-discrimination/ Diversity*

YVT does not discriminate its users in terms of race, sex, color, ethnicity or any other personal trait; YVT is open to all youths. In this regard, we ought to clarify that YVT is currently open, and exclusive, to Zimbabwean youths only. We hope to extend this service to other regions around the world through partnering with other passionate leaders around the world.

#### IV. Penalties

Any individual who violates this code of conduct will be temporarily banned from YVT's platform, and they are open to enquire as to why they have been banned from YVT's platform. If the perpetrator has violated YVT's code of conduct to their extremes, YVT reserves the right to permanently ban the user and, where applicable, take the issue to law enforcement agencies. Our moderators will work to the best of their ability, but it also calls for collective cooperation from the users to also protect themselves and report any violations to the YVT team.

#### V. A public clause

YVT will do everything in its ability to make this service an enjoyable one to all our users. We, however, cannot guarantee 100% moderation or protection and we shall not be held accountable for any damages inflicted on users.

#### VI. Intellectual property

All logos, pictures, videos and every other property found on all of YVT's platform belong solely to YVT and theft or use of our property without our permission will result in legal action against the perpetrators plus an indefinite ban of the perpetrator. Uploads by YVT users will have shared ownership between the user and YVT.