

# ECSC CODE OF CONDUCT



SEPTEMBER



# DOCUMENT HISTORY

//DRAFT ONLY - DELETE THIS SECTION AND PAGE UPON FINAL PUBLICATION

Date	Version	Modification	Author
Jun 2021	0.1	CoC based on previous draft, new template	Adrian Belmonte
Aug 2021	1.0	Consolidated version	Adrian Belmonte
Sept 2023	2.0	Template update	Adrian Belmonte



# ABOUT ECSC

The growing need for IT security professionals is widely acknowledged worldwide. To help mitigate this shortage of skills, many countries launched national cybersecurity competitions targeting towards students, university graduates or even non-ICT professionals with a clear aim to find new and young cyber talents and encourage young people to pursue a career in cyber security. The European Cyber Security Challenge (ECSC) leverages on these competitions by adding a pan-European layer.

The European Cyber Security Challenge is an initiative by the European Union Agency for Cybersecurity (ENISA) and aims at enhancing cybersecurity talent across Europe and connecting high potentials with industry leading organizations.

## CONTACT

For contacting the authors please use [ecsc@enisa.europa.eu](mailto:ecsc@enisa.europa.eu)

For media enquiries about this paper, please use [press@enisa.europa.eu](mailto:press@enisa.europa.eu).

## AUTHORS/ACKNOWLEDGEMENTS

ENISA, European Union Agency for Cybersecurity

## LEGAL NOTICE

Notice must be taken that this publication represents the views and interpretations of ENISA, unless stated otherwise. This publication should not be construed to be a legal action of ENISA or the ENISA bodies unless adopted pursuant to the Regulation (EU) No 2019/881.

This publication does not necessarily represent state-of-the-art and ENISA may update it from time to time.

Third-party sources are quoted as appropriate. ENISA is not responsible for the content of the external sources including external websites referenced in this publication.

This publication is intended for information purposes only. It must be accessible free of charge. Neither ENISA nor any person acting on its behalf is responsible for the use that might be made of the information contained in this publication.

## COPYRIGHT NOTICE

© European Union Agency for Cybersecurity (ENISA), 2021

Reproduction is authorised provided the source is acknowledged.

Copyright for the image on the cover and on pages xyz: © Shutterstock

For any use or reproduction of photos or other material that is not under the ENISA copyright, permission must be sought directly from the copyright holders.



# TABLE OF CONTENTS

<b>1. SCOPE</b>	<b>4</b>
<b>2. PRINCIPLES</b>	<b>5</b>
<b>3. CODE OF CONDUCT</b>	<b>7</b>
3.1 SCOPE AND PENALTIES	7
3.2 ESCALATION AND RESOLUTION PROCEDURE	7
3.3 DISCIPLINARY PROCEDURE	8



# 1. SCOPE

The ECSC is dedicated to providing a harassment-free and inclusive event experience for everyone regardless of gender identity and expression, sexual orientation, disabilities, neurodiversity, physical appearance, body size, ethnicity, nationality, race, age, religion, or other protected category. We do not tolerate harassment of event participants in any form. The ECSC Steering Committee takes violations of our policy seriously and will respond appropriately.

This Code of Conduct represents what the ECSC as a body expects all participants engaged in the European Cyber Security Challenge to adhere to at all times during the competition, both online and in real life.

It applies to team members, staff and those involved in the delivery of the event. It is mandatory that all participants in the ECSC, read it, understand it, formally express their agreement, comply with it and ensure that it is fulfilled.

A Code of Conduct is used as a reference guide for those involved in the event, for the avoidance of doubt to the standards at which we must all behave, with respect to each other and the competition as a whole. It contains guidance principles, lists unacceptable behaviours and details the escalation process.

This Code of Conduct should complement a Safeguarding document for those players under the age of 18.

## VALIDITY

The Code of Conduct (CoC) is maintained by the Secretariat of the ECSC Steering Committee. The Secretariat of the ECSC Steering Committee reviews and updates the document on annual basis. During the update process the CoC is under version control at all times. Updated versions are submitted to the library of the Secretariat of ECSC Steering Committee after the formal approval by the ECSC Steering Committee.



## 2. PRINCIPLES

All participants on the ECSC events must abide by the following policy:

### BE PROFESSIONAL

ECSC represents the international cyber community of young professionals. You are expected to behave as a professional during your time as part of your national team, this includes how you behave to team mates, team staff, ENISA staff, other teams, the host country and the general public. Whilst you are a guest of the ECSC you are expected to behave as a professional representing your country.

Professional behaviour includes how you dress and speak at all times, including at social events and online. ECSC has competitors as young as 14 taking part, these are classed as children, you must never behave inappropriately towards or in the presence of a child.

### BE EXCELLENT TO EACH OTHER.

Treat everyone with respect. Participate while acknowledging that everyone deserves to be here — and each of us has the right to enjoy our experience without fear of harassment, discrimination, or condescension, whether blatant or via micro-aggressions. Jokes shouldn't demean others. Consider what you are saying and how it would feel if it were said to or about you

### BE RESPECTFUL

Respect is a core principle of the European Cyber Security Challenge: Respect for others and yourself. ECSC draws many talented people from across Europe to compete in its competition and those individuals have a diverse range of skills: Some may enhance your own, whilst some individuals may still be learning. Additionally, some competitors come from nations with significantly less financial backing than your own, therefore do not have access to the wealth of resources you do, they may have a different culture or religion to you. It is therefore important to behave in a respectful manner of all people – competitors, staff and hosts.

### COMMUNICATE

Communication is a key part of being part of the team – during the competition and the training period you will find that you need to communicate across the team to discover where your team mates' strengths and weaknesses lie, what support you can access, and where to find crucial information. This is a fundamental life skill that being part of your national team will help you develop.

Importantly your staff and the ECSC team are there to ensure you have a good time and are safe. If you have any concerns about the competition, your fellow teammates or other competitors please raise this with a member of staff, any issues will be kept in the strictest confidence and dealt with through a democratic process

### SPEAK UP IF YOU SEE OR HEAR SOMETHING.

Harassment is not tolerated, and you are empowered to politely engage when you or others are disrespected. The person making you feel uncomfortable may not be aware of what they are doing, and politely bringing their behaviour to their attention is encouraged.



## **PRACTICE SAYING "YES AND" TO EACH OTHER.**

It's a theatre improv technique to build on each other's ideas. We all benefit when we create together.



## 3. CODE OF CONDUCT

All participants in ECSC have a responsibility to behave in a respectable manner. Issues within the team should be dealt with by each national team, however any issue that occurs across the competition or in the presence of other teams will be dealt with by a jury of SC members, who will discuss and agree upon a suitable punishment for purposeful rule breaking or defiance of the code.

Examples of incidents against the code are shown here:

- Behaviours that are seen as bullying or intimidating – in person or online
- Behaviours that discriminate against others based on age, race, ethnicity, religion, gender or sexual orientation
- Cheating or purposeful rule breaking
- Inappropriate behaviour towards or in the presence of a competitor under the age of 16
- Inadequate use of the provided material
- Conducting illegal activities

### 3.1 SCOPE AND PENALTIES

This Code of Conduct covers:

- In real life - The finals event: When a team arrives in country as part of the finals event to when they board their flight home
- Online – on any forum or chat group at any time
- Penalties – will be discussed as part of a jury meeting

No incident is too small to report where it concerns an individual from another team, a member of staff or a member of the public.

### 3.2 ESCALATION AND RESOLUTION PROCEDURE

If at any point you are uncomfortable about the behaviour of another team mate, a member of staff or another national team please speak to your teammates and team captain in the first instance.

You are responsible for reporting behaviours that are against the code of conduct, and it is everyone's responsibility to report threatening, inappropriate or even illegal behaviour, especially when it concerns an under 18. No incident is too small to report, you must trust your instincts.

Your team captain has a responsibility to report any incidents to the Team Manager. Should you feel you cannot disclose an instance to the team captain please speak to either the team coach or the team manager.

Please rest assured that any escalations made to the team captain or any member of staff will be handled with the utmost seriousness and care.

When a disclosure is made, the team captain and the staff will discuss among themselves and in consultation with you. If you were involved in the incident you will be an active part of the remediation process. Where possible we will keep your disclosure confidential. Any member of the team or staff will be reprimanded for breaking the Code of Conduct or deviating from the core principles of being part of the team. In the most serious cases team members will be removed from the team immediately.





### 3.3 DISCIPLINARY PROCEDURE

In the first instance, an incident that occurs against the rules of the competition or the Code of Conduct should be dealt with within the team, raised through the team captain and team manager. Where an incident involves other teams, the host country or a member of the public the SC Jury or ENISA should be told immediately.

ENISA should be responsible for a rapid assessment of the issue to decide if it requires further investigation.

If no further action is to be taken it is for the Team Manager to decide the course of action, however the incident must be recorded by ENISA, including names of those involved.

If it is decided that the incident is in breach of the rules or the Code of Conduct ENISA will refer to the SC Jury to decide the next steps. In certain cases, a new subcommittee will be established to investigate the issue in more depth.



**ENISA**  
European Union Agency for Cybersecurity

**Athens Office**  
1 Vasilissis Sofias Str.  
151 24 Marousi, Attiki, Greece

**Heraklion Office**  
95 Nikolaou Plastira  
700 13 Vassilika Vouton, Heraklion, Greece



ISBN xxx-xx-xxxx-xxx-x  
doi:xx.xxxx/xxxxxx  
TP-xx-xx-xxx-EN-C



[enisa.europa.eu](https://enisa.europa.eu)