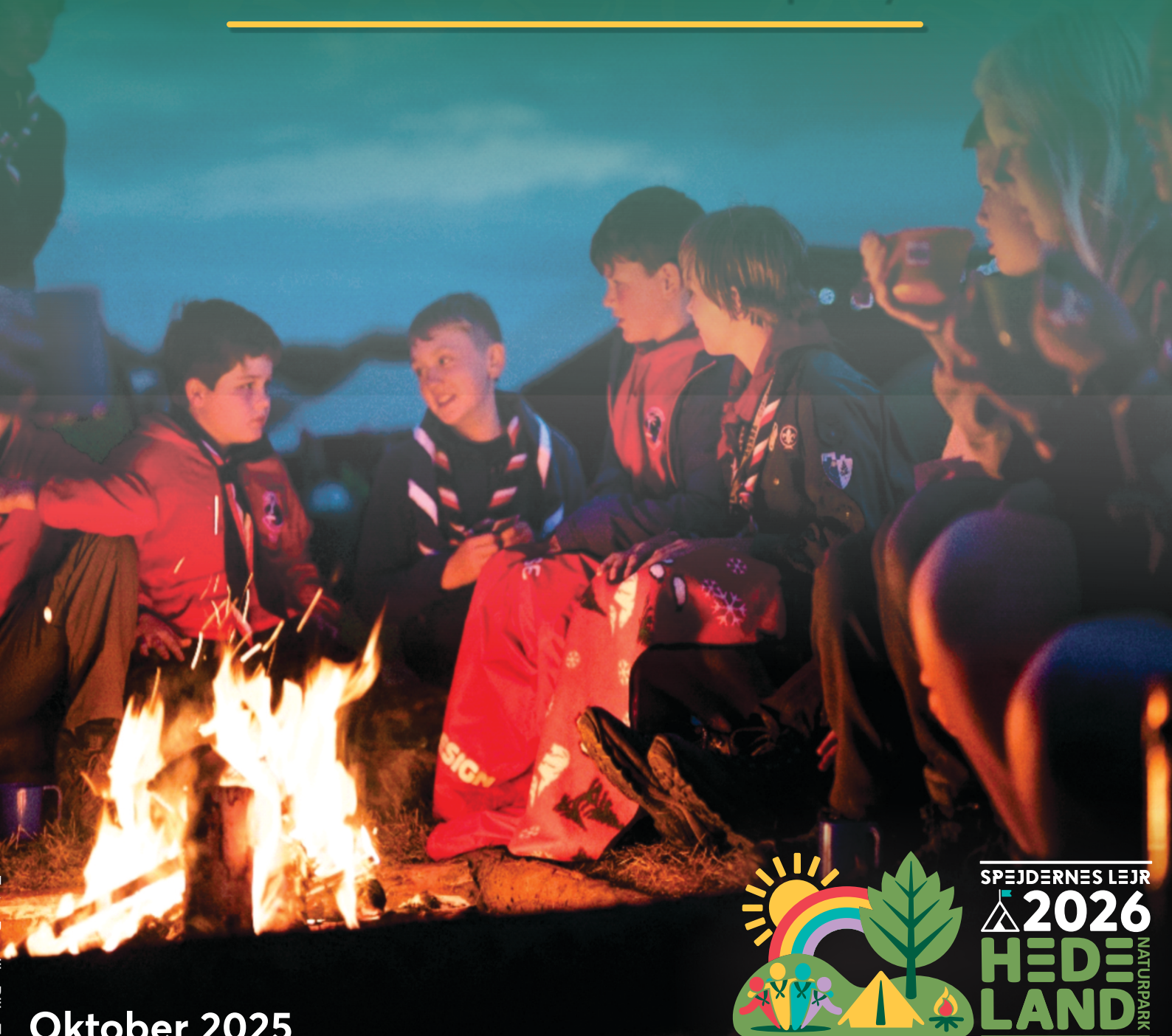




Guidelines for Interaction

Code of conduct, digital interaction policy, alcohol policy
and tobacco and nicotine policy



Oktober 2025



SPEJDERNES LEJR
2026
HEDELAND NATURPARK



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1. Introduction

As guides and scouts, we are part of a community. As adults and leaders within this community, we have a special responsibility to lead the way in creating safe and inclusive environments.

When we work together across the associations, it is crucial that we have jointly established clear frameworks for community and the culture of social interaction. Jamboree Denmark¹ has therefore devised an interaction policy inspired by the member associations' policies² and the World Organisation of the Scout Movement's Code of Conduct³. The policy below also contains a code of conduct, a digital policy, an alcohol policy, and a tobacco and nicotine policy.

This policy and its elements form the basis of our efforts to create safe and inclusive settings for all children, young people and adults who are participants in, volunteers at or co-organisers of Jamboree Denmark 2026. This includes volunteers, guests as well as visitors who are not members of a guide and scout association.

Interactions can be perceived differently based on cultural background and origin. This may lead to misunderstandings or unwanted behaviour. For this reason, a code of conduct is attached to our interaction policy, specifying rules of behaviour at Jamboree Denmark 2026.

¹ Reference til Foreningen Spejderne.

² The Danish Guide and Scout Association, the KFUM Scouts, the Green Girl Guides of Denmark and the Danish Baptist Guide and Scout Association. The Danish Scouts of Southern Schleswig currently do not have a social policy, so their statutes and leader declaration have been used as the basis.

³ <https://learn.scout.org/resource/wosm-code-conduct>



2. Interaction Policy

At Jamboree Denmark 2026, we hold strong values of community, focusing on the development of children and young people. It is essential to have a healthy and supportive environment with meaningful relationships between children, young people and adults. The aim of this interaction policy is to ensure a safe, inclusive, and respectful community where everyone thrives. The policy outlines how we interact with each other and how we prevent and address inappropriate behaviour. This policy does not replace legal procedures in the event of a breach of Danish law.

Basic Principles for Good Interaction

Positive and respectful relationships between children, young people and adults are the foundation for well-being, safety, and good social interaction. Such relationships flourish because we all contribute to the community and take responsibility for positive interactions.

Good interaction is something to which we all contribute – whether we are children, young people or adults. At Jamboree Denmark 2026, we foster an appreciative and inclusive culture where individuals are met with openness, curiosity and respect. We work to ensure that everyone feels welcome and that there is no discrimination based on gender, age, disability, ethnicity, religion, sexual orientation, political belief, or any other basis.

Adults play a pivotal role as role models for children and young people. It is their responsibility to lead and create a safe, inclusive and respectful environment. Children and young people reflect on adults by observing and imitating their behaviours, language, values, attitudes and feelings. As an adult, it is therefore important to be aware that your behaviour, body language and choice of words influence children and young people and help set the tone for the community and the culture of interaction. In our scouting and guide world, it is also common for young people under 18 to be given leadership responsibilities over younger participants. The same expectations of behaviours and role-modelling apply to these young leaders as they do to adults.

At Jamboree Denmark 2026, we highlight the importance of positive and respectful relationships among all participants. In asymmetric relationships - where there are differences in age, experience, or authority - adults bear a particular responsibility to be conscious of their own position, so that no children, young people, or adults are placed in an uncomfortable situation.

In cases where there is uncertainty about experiences, incidents or events during interactions between children, young people or adults, the best interests of the child or young person must be prioritized. The same applies if there is a significant difference in





2.1 Criminal Records Disclosure Certificates

In Denmark, all volunteers aged over 15 who will be in contact with children and young people under the age of 15 must obtain a criminal records disclosure certificate. Act on obtaining a criminal records disclosure certificate in connection with employment of personnel, etc.⁴ Obtaining this certificate is crucial for ensuring the safety and security of children and young people.

The association Spejderne applies for the criminal records disclosure certificate through the Police's online system. The volunteer must then provide consent for the association to obtain the criminal records disclosure certificate. If there is a remark on the obtained criminal records disclosure certificate, you will not be able to be a leader, supervisor, instructor, or hold any other role at Jamboree Denmark 2026 that involves contact with children or young people under the age of 15.

Since it is not possible to obtain criminal records disclosure certificates digitally for international participants and volunteers, the following procedure applies at Jamboree Denmark 2026:

International participants and volunteers who do not reside in Denmark must complete two modules/courses from the international programme "Safe from Harm". For international participants, the "Safe from Harm" modules/courses only need to be completed if the participant is 18 or over. A person cannot serve as a volunteer in the International Service Team (IST) unless they are at least 18 years old at the time of the jamboree. If a participant turns 18 during the jamboree, there is no requirement to provide evidence that they have completed the two "Safe from Harm" modules/courses.

Additionally, all international participants and volunteers must have approval from their International Commissioner (the country's IC), who can verify their participation in the jamboree. Group approvals may be granted. A letter of invitation or acceptance is then issued directly to the volunteer, participant or group by the Danish organisers.

2.2 Abuse and Violations

At Jamboree Denmark 2026, we are mindful of the relationships and interactions between children, young people and adults, to create a safe environment. We are always aware of where the boundary lies between pushing and challenging one another, physically or mentally, and when something might be experienced as abuse. This assessment always takes place before any activity or event held under the auspices of Jamboree Denmark 2026.

⁴ Act no. No. 520 of 21 June 2005



Physical abuse

Violence includes physical assault and refers to situations where a person is subjected to bodily assault, for example through punches and kicks. Physical assaults on another person's body are punished according to the severity of the assault under sections 244–246 of the Danish Penal Code.

Emotional Abuse

Emotional abuse always involves violating our emotional integrity. Emotional abuse manifests in many forms. Some may be subtle and hard to detect, while others are more direct and obvious. Emotional abuse can include:

- **Bullying:** systematic and ongoing negative behaviour where one or more individuals deliberately subject another to degrading comments, treatment and/or exclusion.
- **Threats:** statements or actions intended to intimidate, pressure or control someone to achieve something. The goal may be to persuade the person to do something specific or to ensure they do not share knowledge with others.
- **Objectification:** statements or actions that reduce a person to their appearance, body, sexuality or background. Objectification disregards the personal integrity of others. This can manifest through denigration, exclusion and exploitation.
- **Discrimination:** negative treatment that is not objectively justified, where a person is put at a disadvantage, spoken to rudely or treated poorly due to characteristics such as gender, age, disability, ethnicity or religious, sexual or political orientation. The aim may be to limit the person's opportunities, freedom and participation.

Sexual Abuse and Assault

A sexual assault is a sexual act that harms, frightens or violates another person and occurs without consent⁵. Consent is an essential requirement in all legitimate sexual relationships. This means that sexual contact must never occur without clear, voluntary and mutual consent. Sexual violations can also include offences against modesty, cf. For example, under Section 232 of the Danish Penal Code, a person's modesty may be violated by acts such as touching, voyeurism, making sexually suggestive remarks or indecent exposure.

Sexual assault can occur in the following ways:

- **Verbal:** unwanted comments or expressions with sexual content, undertones, or direct references to sexual activity.
- **Written:** written communication using unwanted and inappropriate sexual language and content.

⁵ See the Danish Crime Prevention Council for more information: <https://dkr.dk/tuneind>



- Physical: any sexual act involving unwanted or inappropriate physical contact or touching.
- Visual: displaying unwanted and inappropriate images and other material with sexual content. This can also include indecent exposure.

The Age of Sexual Consent

According to Sections 222, 224 and 225 of the Danish Penal Code, it is illegal to engage in sexual intercourse or other sexual acts with children under 15. Furthermore, Section 223 states it is illegal to engage in sexual acts with individuals under 18 if you are entrusted with their upbringing, training, or education, or if the relationship involves gross abuse of age and experience.

In a scouting and guiding context – and in relation to Jamboree Denmark 2026 – this means that scouts aged over 15 must not have sexual contact with scouts under 15. Leaders or helpers must not have sexual contact with scouts under 18. These rules apply regardless of whether the young person consents or initiates the relationship.

Sexual contact covers all forms of sexual activity – not just intercourse. This includes sexual touching, sexual remarks, sharing sexual material and any other form of sexual contact or behaviour.

Digital violations

Digital violations specifically refer to “violations that occur online.” Digital abuse includes a range of acts committed using digital media or technology, where digital content is used with the purpose or effect of harassing, degrading, threatening, blackmailing, or otherwise causing psychological harm⁶. Digital abuse is punishable under the Criminal Code provisions on protection of privacy, violations of honour and modesty, surveillance, and threats.

Digital violations can include:

- Digital Bullying: repeated abusive behaviour occurring online. The aim of online bullying may be to hurt, humiliate, threaten or exclude someone.
- Online Hate Speech: hostile, derogatory or hateful comments sent and received through digital platforms. Online hate speech is often linked to discrimination, where specific traits like gender, age, disability, ethnicity or religious, sexual or political orientation trigger the abuse.



- **Sexualised Digital Abuse:** unwanted sexual acts occurring online. This includes actions such as using images, videos, messages, posts or pages in ways that breach a person's boundaries, dignity and/or rights⁷. Sexualized digital abuse includes involuntary sharing of intimate material, blackmail with sexual material (sextortion), and grooming, which refers to establishing a relationship with a child or young person for the purpose of committing a sexual offence.

2.3 Duty to Report

The duty to report is a legal obligation for all citizens to inform their municipality if they are concerned about the safety or well-being of a child or young person under 18. This duty applies even if the child or young person has confided their concerns in private and asked that they not be shared. We urge everyone to take signs and concerns seriously.

According to Section 135 of the Danish Children's Act, anyone who becomes aware that a child or young person under the age of 18 is being neglected, subjected to degrading treatment, or living in conditions that endanger their health or development, is obliged to notify the local municipality. In such cases, confidentiality is waived. A report is based on reasonable suspicion. However, this does not require concrete evidence or specific knowledge. Sensitive information should still be managed with care.

Contact with the child or young person's parents

If a child or young person under 18 displays inappropriate behaviour that is unsettling, crosses boundaries, or violates the code of conduct, the immediate leader must address the situation and discuss the behaviour with the individual. It always involves assessing the specific situation to decide on an appropriate response or measure. If a sanction is deemed necessary, the leader is obliged to involve the parents or guardians of the child or young person.

⁶Read more about stopping harassment in Danish here: <https://stopchikane.nu/om-digitale-kraenkelser/hvad-er-digitale-kraenkelser/>

⁷Read more at the Danish site for Save the Children: <https://sletdet.redbarnet.dk/wp-content/uploads/2024/02/SletDet-faghaefte-2020.pdf>



3. Code of Conduct

This code of conduct is my commitment to do my utmost to safeguard everyone's safety and sense of security, and to help make Jamboree Denmark 2026 the best it can be—for myself and for everyone else, whether I am a participant, a member of the Planning or Service Team (IST), or a guest.

- I will comply with all Danish laws and regulations, acknowledging that any illegal activities will be reported to the appropriate authorities and may lead to immediate expulsion from Jamboree Denmark 2026.
- I will adhere to Jamboree Denmark's alcohol policy, tobacco and nicotine policy, and digital interaction policy.
- I will always wear my scout scarf or other ID to show that I am a participant or volunteer at Jamboree Denmark 2026, unless I am asked to remove it for safety reasons. Guests do not need ID but must always state the reason for their visit to Jamboree Denmark 2026.
- I will follow the event's activity schedule and respect the quiet time in the evenings.
- I will protect nature and respect the section I am in, disposing of my rubbish responsibly using the available sorting facilities.
- I will not enter tents, restricted areas, or private spaces unless invited, and will adhere to all access restrictions on and off site.
- I will be respectful and considerate towards others, doing my utmost to avoid any discrimination based on gender, ethnicity, skin colour, religion, sexual or political orientation.
 - I have no intention of instigating or engaging in conflicts or arguments.
 - I will not partake in or encourage speech that is hurtful, hateful, demeaning, or judgmental towards others.
 - I will not engage in any harmful or violent actions.
- I will not harm the physical, emotional, or psychological well-being and integrity of others.
 - I will refrain from any abusive behaviour towards others, striving to prevent abuse in any form.
 - I will always be respectful to others and refrain from participating in harassment, bullying or discrimination.





- I understand and acknowledge my duty to report any potentially harmful or abusive situations that I witness or experience.
- I will not steal, move or take anything that does not belong to me, and I will respect other people's property.
- I will not buy, sell, possess or consume illegal or psychoactive substances.
- I will not participate in or organise any form of gambling.
- I will not sell goods or services at the event without prior approval from Jamboree Denmark 2026.
- Exchanging badges, scarves and scout-related items is allowed. Adults who exchange items with children under 18 must ensure that the exchange has taken place on fair and equal terms for both parties.





4. Digital Interaction Policy

This policy aims to ensure a safe and inclusive digital environment for all participants and volunteers at Jamboree Denmark 2026, children, young people and adults alike.

Digital communities hold a significant role in the lives of children and young people and can be seen as an extension of physical communities. Experiences and emotional reactions in the virtual world are acknowledged as real and can impact both the social and psychological well-being of children and young people.

Although mobile phones are typically not used during scouting activities in many groups, they are used in other circumstances as a tool during activities and camps. Furthermore, social media and messaging services often serve as platforms for scouting communities to communicate outside formal events, both among children and young people themselves and in dialogue between children, young people, and adults.

Expectations for Children and Young People

- Respect mobile-free and non-digital activities and events.
- Be respectful in digital conversations – avoid bullying, condescending comments or exclusion.
- Do not share personal information, pictures or videos of others without their consent.
- Use digital platforms to strengthen the community, not to create conflicts.
- Contact a leader if you encounter anything unpleasant online.

Expectations for Leaders and Adults

- Be a role model for good digital behaviour.
- Communicate clearly and in an age-appropriate manner.
- Avoid private communication with children and young people – use shared platforms or communicate via parents.
- Respond promptly and responsibly to digital conflicts or concerns.





5. Alcohol Policy

This alcohol policy is based on safety considerations and our commitment as a children's and youth organisation. There is a distinction made below between children/young people under 18 and adults/leaders aged 18 and over.

Jamboree Denmark 2026 provides a framework for inclusive and safe communities, where socialising does not revolve around alcohol. Alcohol is never part of socialising with or among children and young people. Leaders and adults are expected to be role models and act responsibly in line with both the alcohol policy and the organisation's overall values.

Based on this, the following guidelines apply to activities and events at Jamboree Denmark 2026:

- Children and young people under 18 are not allowed to consume or purchase alcohol.
- Adults and leaders must not consume alcohol in front of children and young people.
 - Consumption of alcohol should primarily take place in designated adult areas.
 - Where alcohol is sold or served, non-alcoholic alternatives such as soft drinks and juice are always available.
 - Adults and leaders are permitted to consume alcohol at their own campsite, provided it takes place under controlled conditions and during periods when only adults and leaders are present.
 - There must always be at least one adult present at each campsite who is sober and does not consume alcohol.
- Adults and leaders must not be intoxicated in the company of children and young people.
 - Visible intoxication should be avoided out of consideration for other participants and should not pose a safety risk. Adults who have consumed alcohol must behave respectfully and considerately while at the jamboree.
- Children and young people must not be encouraged to consume alcohol, either directly or indirectly.
 - Adults and leaders must not directly promote alcohol consumption to children and young people, for instance, through encouragement or positive mentions.



6. Tobacco and Nicotine Policy

This tobacco and nicotine policy is based on health considerations and our responsibility as a children's and youth organisation.

Jamboree Denmark 2026 expects all adults to recognise their role as role models for children and young people, consistently displaying behaviour that reflects this responsibility. Children and young people often mirror the actions and habits of adults and leaders they admire and trust. When adults smoke or consume nicotine in the presence of children and young people, it may inadvertently suggest that smoking is an acceptable or normal part of the community.

By tobacco and nicotine products, we mean products intended to be smoked, snuffed, chewed or sucked, which are wholly or partly made from tobacco and/or contain nicotine. This includes traditional cigarettes, e-cigarettes, puff bars and comparable products. Products such as nicotine patches and nicotine gum, used as part of a smoking cessation programme, are exempt.

Given this context, the following guidelines apply to Jamboree Denmark 2026:

- Tobacco and nicotine products must not be used in front of children and young people.
- Smoking is only allowed outdoors in designated or marked areas.
- Children and young people should not be encouraged, either directly or indirectly, to use tobacco and nicotine products.
- The sale of tobacco and nicotine products is prohibited at Jamboree Denmark 2026.





7. Implementation and Enforcement

The current policy on social interaction is available on the Scouts' website and is included in the guidance sent to participants and volunteers who sign up for Jamboree Denmark 2026.

All individuals holding roles as instructors, advisers, leaders or helpers must be informed of the guidelines on social interaction. The responsibility for providing this information lies with the person in charge of the event or activity.

7.1. Listening Ears

Jamboree Denmark 2026 may decide at any time to engage a team of volunteers known as "listening ears"⁸. The purpose of the "listening ears" is to create a safe environment where everyone – children, young people and adults – knows there is someone to approach if anything feels unsafe or if they need to share an experience.

This team will have the following responsibilities:

- Visible reassurance: Conducting patrols during the day and at night to create a sense of security and to ensure compliance with current legislation and Jamboree Denmark's social policy. This is achieved through initiative-taking outreach and relationship-building.
- They listen with respect and acknowledgement and manage all approaches with trust and confidentiality.
- They are bound by confidentiality and will never act on an inquiry without the consent of the person who provided the information - unless there is a duty to report. In such cases, the safety host acts in accordance with current legislation and Jamboree Denmark's guidelines.
- They can support and follow up on incidents in collaboration with the individual participant and are advised to refer to the HR manager if necessary.
- At events where it is deemed appropriate, the "listening ears" work closely with other emergency services.

⁸The Danish Guide and Scout Association uses the term "safety hosts".





7.2. What to Do if You Experience Something That May Be in Breach of Jamboree Denmark's Social Policy

If you experience anything or have any doubts, you must contact the responsible person for the event immediately. Contact details are available on the Scouts' website and in the information sent out before Jamboree Denmark 2026.

At Jamboree Denmark 2026, you can contact the HR manager and the "listening ears" in person at the jamboree's info centre. The info centre will also have an emergency phone line. The on-call phone number is available on the Scouts' website and in other information material about the jamboree.

7.3. Dealing with Violations of the Social Policy

If the social policy is breached, the HR manager (e.g., the area manager) must be informed immediately. The HR manager will then inform the head of Jamboree Denmark 2026. The person responsible for Jamboree Denmark 2026 can decide whether the breach has consequences for the person who violated the social policy. The person responsible will also inform the head of Guides and Scouts Denmark, who will then notify the board of the association. The head of the association may at any time overturn a decision made by the person responsible for Jamboree Denmark 2026.

Breaching the social policy may result in expulsion from Jamboree Denmark 2026.

Violation of applicable Danish legislation and regulations will lead to immediate expulsion from Jamboree Denmark 2026, and it will be reported to the relevant authorities.

If a person is expelled from the event or activity, this will be at their own expense, and participation fees will not be refunded.



