

Member Protection and Safeguarding

How ADCN supports safer participation and responds to threats, harassment or retaliation.

ADCN (Albanian Diaspora Civic Network) is a volunteer-led civic network, not a registered organisation or separate legal person. **ADCN** uses its own governance, safeguards and public-facing standards. References to “**ADCN**” in this document describe the network’s agreed rules and working practices.

PRINCIPLE

Participation in civic work should not require people to accept avoidable harm. ADCN takes proportionate steps to protect members, volunteers, experts, signatories, sources and people who raise concerns, while recognising that a volunteer network cannot eliminate all risk or replace emergency, legal or specialist services.

RISK-AWARE PARTICIPATION

- Collect and publish the minimum identifying information necessary.
- Ask before naming, photographing, quoting or publicly identifying a contributor unless a clear lawful public-interest basis applies.
- Offer lower-visibility roles where public exposure creates unnecessary risk.
- Do not publish private addresses, phone numbers, personal documents or location details unless specifically necessary and authorised.
- Use particular care where a person is vulnerable, a minor, a whistleblower, publicly targeted, or exposed to pressure in Albania or elsewhere.

HARASSMENT, THREATS, IMPERSONATION AND DOXXING

If a participant faces threats, harassment, impersonation, doxxing or intimidation connected to ADCN work, the first priorities are safety and evidence preservation. The person should not be pressured to respond publicly. Screenshots, URLs, dates and relevant messages should be preserved. Access credentials may be changed, platform reports submitted and specialist or legal support considered. In immediate physical danger, contact the relevant local emergency service or police first. ADCN is not an emergency service.

RETALIATION AND PROTECTED CONCERNS

No one should suffer retaliation inside ADCN for raising a concern in good faith, declining a public role, requesting privacy, reporting harassment or cooperating with a review. Attempts to identify, pressure or punish a reporter may themselves be treated as serious misconduct.

INTERNAL RESPONSE

- Triage immediate safety, privacy and evidence risks.
- Limit information to people who need it to respond.
- Assign an unconflicted coordinator/reviewer.
- Agree practical steps with the affected person where possible.
- Record actions and revisit risk if circumstances change.
- Escalate to platform, legal, safeguarding, data-protection or law-enforcement routes where appropriate.

WELLBEING AND ROLE FLEXIBILITY

Volunteers may pause, step back, move to a lower-exposure role or decline media/public activity. No signature target, publication deadline or campaign objective overrides a credible safety concern.

This policy is a ADCN governance standard. It does not create a separate legal personality for the network or replace obligations imposed by applicable law.