

# AIESEC's policies against hate speech

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## AIESEC International's policy

### **Purpose of having a hate speech policy:**

AIESEC strives to be a safe space for all members of our association to be able to live according to the AIESEC way. Our brand includes our trademark and all t brand elements that you can find in the official AIESEC brand toolkit that should not be used to encourage hate speech. It includes but is not limited to communication on internal and external channels. Referencing the AIESEC way - AIESEC does not discriminate on the basis of gender identity and/or expression, sexual orientation, ability, creed, religion, nor on the basis of national, ethnic, or social origin.

Its purpose is to complement the code of ethics that already exists in the global compendium. It would be added as an annex/supporting document to the global compendium in the upcoming legislative meeting.

### **Policy itself**

We believe that people use their voice and connect more freely when they don't feel attacked on the basis of who they are. That is why we don't allow hate speech in AIESEC. It creates an environment of intimidation and exclusion, and in some cases may promote offline violence. This will go against AIESEC being a safe space for all members of our association.

We define hate speech as a direct attack against people – rather than concepts or institutions – on the basis of what we call protected characteristics: race, ethnicity, national origin, disability, religious affiliation, caste, sexual orientation, sex, gender identity, and serious disease. We define attacks as violent or dehumanizing speech, harmful stereotypes, statements of inferiority, expressions of contempt, disgust or dismissal, cursing and calls for exclusion or segregation. We also prohibit the use of harmful stereotypes, which we define as dehumanizing comparisons that have historically been used to attack, intimidate or exclude specific groups, and that are often linked with offline violence. Sometimes, based on local nuance, we consider certain words or phrases as code words for PC groups.

We recognize that people sometimes share content that includes someone else's hate speech to condemn it or raise awareness. In other cases, speech that might otherwise violate our standards can be used self-referentially or in an empowering way. Our policies are designed to allow room for these types of speech, but we require people to indicate their intent clearly. If the intention is unclear, we may remove content or ask respective member entities to remove it on our official channels of community and work.

### **Examples of what we can not communicate in the name of AIESEC or on the platforms of AIESEC**

1. Discrimination of a whole group of people based on characteristics that are inherent to them and non-changeable
2. Utilizing our physical and digital channels to be able to promote opinions that target a group of people based on characteristics that are inherent to them and non-changeable
3. Harassment towards an individual or group of individuals who do not have the same opinion as them, either publicly or privately.

### **Employees or volunteers of AIESEC**

AIESEC will not tolerate hate speech toward individuals in any physical or virtual channels of engagement and community building. Anyone would be able to report any evidence of hate speech and this would involve consequences including but not limited to

- warning
- termination from the current position
- monetary fines
- along with any other recommendations that the global ethics subcommittee would find appropriate.

In regards to comments or communication being made as individuals not within physical or virtual spaces hosted or affiliated with AIESEC - there is no current governance. There is no intention to be able to govern this from the global level e.g restrictions on off-duty social media use with a personal account. Primarily because AIESEC does not have the governance systems or the need for this strong accountability considering the volunteer nature for the majority of our membership. However, each chapter can choose what they include in internal policies regarding their employees or members' off-duty social media or associations as an individual.

### **Enforcement (Education)**

- Education about hate speech will be carried through in an educational campaign on our internal social media
- A proposal of our official guidelines in regards to hate speech will be presented in the May Emergency Legislative meeting.
- Consequences will be determined by the global ethics subcommittee for any member or entity that fails to comply with the policy.

### Review team

- Global social media including external and internal channels would be monitored by the Brand team of AIESEC International.
- Would include it also to the brand governance mandate that is currently in the process
- Any member of the organization can report any content that they see that they believe violates the policies that we have in place.

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## Platforms Community Policies

### LinkedIn Professional Community policies

Be safe- We require every member to be civil and respectful as they engage on LinkedIn.

- **Do not be hateful:** We don't allow content that attacks, denigrates, intimidates, dehumanizes, incites or threatens hatred, violence, prejudicial or discriminatory action against individuals or groups because of their actual or perceived race, ethnicity, national origin, caste, gender, gender identity, sexual orientation, religious affiliation, or disability status. Hate groups are not permitted on LinkedIn. Do not use racial, religious, or other slurs that incite or promote hatred, or any other content intended to create division.

**Do not engage in unwanted advances:** We don't allow unwanted expressions of attraction, desire, requests for a romantic relationship, marriage proposals, sexual advances or innuendo, or lewd remarks. Do not use LinkedIn to pursue romantic connections, ask for romantic dates, or provide sexual commentary on someone's appearance.

**Do not harass or bully:** We don't allow bullying or harassment. This includes abusive language, revealing others' personal or sensitive information (aka "doxing"), or inciting or engaging others to do any of the same.

**Do not threaten, incite, or promote violence:** We don't allow threatening or inciting violence of any kind. We don't allow individuals or groups that engage in or promote violence, property damage, or organized criminal activity. You may not use LinkedIn to express support for such individuals or groups or to glorify violence otherwise.

**Do not share harmful or shocking material:** We don't allow content that is excessively gruesome or shocking. This includes content that is sadistic or gratuitously graphic, such as the depiction of severe physical violence. We don't allow content or activities that promote, organize, depict, or facilitate criminal activity. We also don't allow content depicting or promoting instructional weapon making, drug abuse, and threats of theft. Do not engage in or promote non-consensual sexually explicit content (e.g., revenge porn), escort services, prostitution, exploitation of children, or human trafficking. Do not share content or activities that promote or encourage suicide or any type of self-injury, including self-mutilation and eating disorders. If you see signs that someone may be considering self-harm, please [report](#) it.

**Do not post terrorist content or promote terrorism:** We don't allow any terrorist organizations or violent extremist groups on our platform. And we don't allow any individuals who affiliate with such organizations or groups to promote their activities. Content that depicts terrorist activity, that is intended to recruit for terrorist organizations, or threatens, promotes, or supports terrorism in any manner is not tolerated.

### **Be Trustworthy**

- We require you to use your true identity on LinkedIn, provide accurate information about yourself or your organization, and only share information that is real and authentic.
- **Do not share false or misleading content:** Do not share content in a way that you know is, or think may be, misleading or inaccurate, including misinformation or disinformation. Do not share content to interfere with or improperly influence an election or another civic process. We may prevent you from posting content from sites that are known to produce or contain misinformation. Do not share content that directly contradicts guidance from leading global health organizations and public health authorities. Do not post content that denies a well-documented historical event such as the Holocaust or slavery. Do not share false content or information, including news stories, that present untrue facts or events as though they are true or likely true. Do not post “deepfake” images or videos of others or otherwise post content that has been manipulated to deceive. Do not share content or endorse someone or something in exchange for personal benefit (including personal or family relationships, monetary payment, free products or services, or other value), unless you have included a clear and conspicuous notice of the personal benefit you receive and have otherwise complied with our [Advertising Policies](#).
- **Do not create a fake profile or falsify information about yourself:** We don't allow fake profiles or entities. Do not post misleading or deceptive information about yourself, your business, your qualifications, work experience, affiliations, or achievements. Do not use an image of someone else, or any other image that is not your likeness, for your [profile photo](#). Do not associate yourself on LinkedIn with a business or organization that you are not actually associated with. Do not use or attempt to use another person's LinkedIn account or create a member profile for anyone other than yourself. And do not share your LinkedIn account with anyone else.
- **Do not engage in spam or scams:** We don't allow untargeted, irrelevant, obviously unwanted, unauthorized, inappropriately commercial or promotional, or gratuitously repetitive messages or

other similar content. Do not use LinkedIn to sensationalize or capitalize on tragic events for commercial purposes. Do not use our invitation feature to send promotional messages to people you don't know or to otherwise spam people. Please make the effort to create original, professional, relevant, and interesting content in order to gain popularity, instead of trying ways to artificially increase the number of views, re-shares, likes, or comments. Respond authentically to others' content and don't agree with others ahead of time to like or re-share each other's content.

### **Be professional**

- We require content to be professionally relevant and on topic, such as sharing and gaining expertise; hiring and getting hired; teaching and acquiring new skills; and engaging in actions that allow you and others to be more productive and successful.
- Do not share content containing sexually explicit material or language (some adult content may be allowed if the intent is clearly educational, medical, scientific, or artistic, and it's not gratuitously graphic).
- Do not interact with others or share content in a way that's irrelevant, inappropriate, disrespectful, or otherwise inflammatory.
- Do not share junk mail, spam, chain letters, phishing schemes, or any other scams are also prohibited.
- For additional information about what it means to be professionally relevant on LinkedIn, see our [Publishing Platform Guidelines](#).

### **Respect others' rights and follow the law**

Before sharing or using someone else's copyrighted works, trademarks, private information, or trade secrets, make sure you have the legal right to do so. LinkedIn should not be used for illegal activities, promoting illegal products, or violating the rights of others. Don't use it to commit fraud or to try to trick others, or to intentionally distribute viruses, worms, or other software that can destroy or interrupt others' data or computer devices.

**Respect others' privacy:** You may not solicit email addresses or other personal information from LinkedIn members you don't know without authorization; use, disclose or distribute on LinkedIn any data obtained in violation of any of our policies or agreements; disclose information that you don't have the right to disclose (such as personal or confidential information of others, including your employer); or post or distribute content depicting children without the necessary consent from their legal guardian or parent. Don't use others' names, likenesses, or photos to suggest an endorsement of a product, service, or investment without their prior consent.

**Comply with the law:** You must comply with all applicable laws, including, for example, privacy laws, intellectual property laws, anti-spam laws, export control laws, tax laws, and regulatory requirements. Do not use LinkedIn to create or operate a pyramid scheme, engage in fraud, or to sell or promote illegal products, including drugs.

**Respect the intellectual property of others and do not violate the intellectual property rights of others:** We respect the intellectual property rights of others. Do not violate the intellectual property

rights of others, including copyrights, patents, trademarks, trade secrets, or other proprietary rights. For example, do not copy or distribute (except through the available sharing functionality) the posts or other content of others without their permission, which they may give by posting under a Creative Commons license. Visit the [LinkedIn Copyright Policy](#) to learn more about how to report copyright infringement. For more information on trademark rules, see our Trademark Policy.

## Instagram community guidelines

- **Respect other members of the Instagram community.**

We want to foster a positive, diverse community. We remove content that contains credible threats or hate speech, content that targets private individuals to degrade or shame them, personal information meant to blackmail or harass someone, and repeated unwanted messages. We do generally allow stronger conversation around people who are featured in the news or have a large public audience due to their profession or chosen activities.

It's never OK to encourage violence or attack anyone based on their race, ethnicity, national origin, sex, gender, gender identity, sexual orientation, religious affiliation, disabilities or diseases. When hate speech is being shared to challenge it or to raise awareness, we may allow it. In those instances, we ask that you express your intent clearly.

Serious threats of harm to public and personal safety aren't allowed. This includes specific threats of physical harm as well as threats of theft, vandalism and other financial harm. We carefully review reports of threats and consider many things when determining whether a threat is credible.

## Facebook community standards

### Policy rationale

We believe that people use their voice and connect more freely when they don't feel attacked on the basis of who they are. That is why we don't allow hate speech on Facebook. It creates an environment of intimidation and exclusion, and in some cases may promote offline violence.

We define hate speech as a direct attack against people – rather than concepts or institutions – on the basis of what we call protected characteristics: race, ethnicity, national origin, disability, religious affiliation, caste, sexual orientation, sex, gender identity and serious disease. We define attacks as violent or dehumanising speech, harmful stereotypes, statements of inferiority, expressions of contempt, disgust or dismissal, cursing and calls for exclusion or segregation. We also prohibit the use of harmful stereotypes, which we define as dehumanising comparisons that have historically been used to attack, intimidate or exclude specific groups, and that are often linked with offline violence. We consider age a protected characteristic when referenced along with another protected characteristic. We also protect refugees, migrants, immigrants and asylum seekers from the most severe attacks, though we do allow commentary and criticism of immigration policies. Similarly, we provide some protections for characteristics such as occupation, when they're referenced along with a protected

characteristic. Sometimes, based on local nuance, we consider certain words or phrases as code words for PC groups.

We recognise that people sometimes share content that includes someone else's hate speech to condemn it or raise awareness. In other cases, speech that might otherwise violate our standards can be used self-referentially or in an empowering way. Our policies are designed to allow room for these types of speech, but we require people to clearly indicate their intent. If the intention is unclear, we may remove content.

[Learn more about our approach to hate speech.](#)

Do not post:

### **Tier 1**

Content targeting a person or group of people (including all groups except those who are considered non-protected groups described as having carried out violent crimes or sexual offences or representing less than half of a group) on the basis of their aforementioned protected characteristic(s) or immigration status with:

- Violent speech or support in written or visual form
- Dehumanising speech or imagery in the form of comparisons, generalisations or unqualified behavioural statements (in written or visual form) to or about:
  - Insects.
  - Animals that are culturally perceived as intellectually or physically inferior.
  - Filth, bacteria, disease and faeces.
  - Sexual predator.
  - Subhumanity.
  - Violent and sexual criminals
  - Other criminals (including, but not limited to, "thieves", "bank robbers" or saying "All [protected characteristic or quasi-protected characteristic] are 'criminals'").
  - Statements denying existence.
- Mocking the concept, events or victims of hate crimes, even if no real person is depicted in an image.
- Designated dehumanising comparisons, generalisations or behavioural statements (in written or visual form) that include:
  - Black people and apes or ape-like creatures.
  - Black people and farm equipment.
  - Caricatures of Black people in the form of blackface.
  - Jewish people and rats.

- Jewish people running the world or controlling major institutions such as media networks, the economy or the government.
- Denying or distorting information about the Holocaust.
- Muslim people and pigs.
- Muslim person and sexual relations with goats or pigs.
- Mexican people and worm-like creatures.
- Women as household objects or referring to women as property or "objects".
- Transgender or non-binary people referred to as "it".
- Dalits, scheduled caste or "lower caste" people as menial labourers.

## **Tier 2**

Content targeting a person or group of people on the basis of their protected characteristic(s) with:

- Generalisations that state inferiority (in written or visual form) in the following ways:
  - Physical deficiencies are defined as those about:
    - Hygiene, including, but not limited to: filthy, dirty, smelly.
    - Physical appearance, including, but not limited to: ugly, hideous.
  - Mental deficiencies are defined as those about:
    - Intellectual capacity, including, but not limited to: dumb, stupid, idiots.
    - Education, including, but not limited to: illiterate, uneducated.
    - Mental health, including, but not limited to: mentally ill, retarded, crazy, insane.
  - Moral deficiencies are defined as those about:
    - Character traits culturally perceived as negative, including, but not limited to: coward, liar, arrogant, ignorant.
    - Derogatory terms related to sexual activity, including, but not limited to: whore, slut, perverts.
- Other statements of inferiority, which we define as:
  - Expressions about being less than adequate, including, but not limited to: worthless, useless.
  - Expressions about being better/worse than another protected characteristic, including, but not limited to: "I believe that males are superior to females."
  - Expressions about deviating from the norm, including, but not limited to: freaks, abnormal.
- Expressions of contempt (in written or visual form), which we define as:



- Self-admission to intolerance on the basis of protected characteristics, including, but not limited to: homophobic, islamophobic, racist.
- Expressions that a protected characteristic shouldn't exist.
- Expressions of hate, including, but not limited to: despise, hate.
- Expressions of dismissal, including, but not limited to: don't respect, don't like, don't care for
- Expressions of disgust (in written or visual form), which we define as:
  - Expressions suggesting that the target causes sickness, including, but not limited to: vomit, throw up.
  - Expressions of repulsion or distaste, including, but not limited to: vile, disgusting, yuck.
- Cursing, except certain gender-based cursing in a romantic break-up context, defined as:
  - Referring to the target as genitalia or anus, including, but not limited to: cunt, dick, asshole.
  - Profane terms or phrases with the intent to insult, including, but not limited to: fuck, bitch, motherfucker.
  - Terms or phrases calling for engagement in sexual activity, or contact with genitalia, anus, faeces or urine, including, but not limited to: suck my dick, kiss my ass, eat shit.

### **Tier 3**

Content targeting a person or group of people on the basis of their protected characteristic(s) with any of the following:

- Segregation in the form of calls for action, statements of intent, aspirational or conditional statements, or statements advocating or supporting segregation.
- Exclusion in the form of calls for action, statements of intent, aspirational or conditional statements, or statements advocating or supporting, defined as
  - Explicit exclusion, which means things such as expelling certain groups or saying they are not allowed.
  - Political exclusion, which means denying the right to political participation.
  - Economic exclusion, which means denying access to economic entitlements and limiting participation in the labour market.
  - Social exclusion, which means things such as denying access to spaces (physical and online) and social services, except for gender-based exclusion in health and positive support groups.

Content that describes or negatively targets people with slurs, where slurs are defined as words that are inherently offensive and used as insulting labels for the above characteristics.

For the following Community Standards, we require additional information and/or context to enforce:

#### **Do not post:**

- Content explicitly providing or offering to provide products or services that aim to change people's sexual orientation or gender identity.
- Content attacking concepts, institutions, ideas, practices or beliefs associated with protected characteristics, which are likely to contribute to imminent physical harm, intimidation or discrimination against the people associated with that protected characteristic. Facebook looks at a range of signs to determine whether there is a threat of harm in the content. These include, but are not limited to: content that could incite imminent violence or intimidation; whether there is a period of heightened tension such as an election or ongoing conflict; and whether there is a recent history of violence against the targeted protected group. In some cases, we may also consider whether the speaker is a public figure or occupies a position of authority.
- Content targeting a person or group of people on the basis of their protected characteristic(s) with claims that they have or spread the novel coronavirus, are responsible for the existence of the novel coronavirus, are deliberately spreading the novel coronavirus or mocking them for having or experiencing the novel coronavirus.

In certain cases, we will allow content that may otherwise violate the Community Standards when it is determined that the content is satirical. Content will only be allowed if the violating elements of the content are being satirized or attributed to something or someone else in order to mock or criticize them.

## Twitter Community Guidelines

### Safety

- Violence: You may not threaten violence against an individual or a group of people. We also prohibit the glorification of violence. Learn more about our [violent threat](#) and [glorification of violence](#) policies.
- Terrorism/violent extremism: You may not threaten or promote terrorism or violent extremism. [Learn more](#).
- Child sexual exploitation: We have zero tolerance for child sexual exploitation on Twitter. [Learn more](#).
- Abuse/harassment: You may not engage in the targeted harassment of someone, or incite other people to do so. This includes wishing or hoping that someone experiences physical harm. [Learn more](#).
- Hateful conduct: You may not promote violence against, threaten, or harass other people on the basis of race, ethnicity, national origin, caste, sexual orientation, gender, gender identity, religious affiliation, age, disability, or serious disease. [Learn more](#).
- Perpetrators of violent attacks: We will remove any accounts maintained by individual perpetrators of terrorist, violent extremist, or mass violent attacks, and may also remove Tweets disseminating

manifestos or other content produced by perpetrators. [Learn more](#).

- [Suicide or self-harm](#): You may not promote or encourage suicide or self-harm. [Learn more](#).
- [Sensitive media, including graphic violence and adult content](#): You may not post media that is excessively gory or share violent or adult content within live video or in profile or header images. Media depicting sexual violence and/or assault is also not permitted. [Learn more](#).
- [Illegal or certain regulated goods or services](#): You may not use our service for any unlawful purpose or in furtherance of illegal activities. This includes selling, buying, or facilitating transactions in illegal goods or services, as well as certain types of regulated goods or services. [Learn more](#).

## TikTok Community Guidelines

### Hateful behavior

TikTok is a diverse and inclusive community that has no tolerance for discrimination. We do not permit content that contains hate speech or involves hateful behavior, and we remove it from our platform. We ban accounts and/or users that engage in severe or multiple hate speech violations or that are associated with hate speech off the TikTok platform.

#### **Attacks and slurs on the basis of protected attributes**

We define hate speech or behavior as content that attacks, threatens, incites violence against, or otherwise dehumanizes an individual or a group on the basis of the following protected attributes:

- Race
- Ethnicity
- National origin
- Religion
- Caste
- Sexual orientation
- Sex
- Gender
- Gender identity
- Serious disease
- Disability
- Immigration status

Slurs are defined as derogatory terms that are intended to disparage groups or individuals based on any protected attributes listed above. To minimize the spread of egregiously offensive terms, we

remove all slurs from our platform, unless the terms are reappropriated, used self-referentially (i.e., by members of the protected group), or used in a way that does not disparage (e.g., educational context).

**Do not post, upload, stream, or share:**

- Content claiming individuals or groups with protected attributes are physically, mentally, or morally inferior or referring to them as criminals, animals, inanimate objects, or other non-human entities
- Content promoting or justifying violence, exclusion, segregation, or discrimination against them
- Content that includes the use of non-self referential slurs
- Content that targets transgender or non-binary individuals through misgendering or deadnaming
- Content that depicts harm inflicted upon an individual or a group on the basis of a protected attribute

**Hateful ideology**

Hateful ideologies are those that demonstrate clear hostility toward people because of their protected attributes. Hateful ideologies are incompatible with the inclusive and supportive community that our platform provides and we remove content that promotes them.

**Do not post, upload, stream, or share:**

- Content that praises, promotes, glorifies, or supports any hateful ideology (e.g., white supremacy, misogyny, anti-LGBTQ, antisemitism)
- Content that contains names, symbols, logos, flags, slogans, uniforms, gestures, salutes, illustrations, portraits, songs, music, lyrics, or other objects related to a hateful ideology
- Content that promotes, supports, or advertises conversion therapy or related program
- Content that denies well-documented and violent events have taken place affecting groups with protected attributes (e.g., Holocaust denial)
- Claims of supremacy over a group of people with reference to other protected attributes
- Conspiracy theories used to justify hateful ideologies

**Violent extremism**

We take a firm stance against enabling violence on or off TikTok. We do not allow people to use our platform to threaten or incite violence, or to promote violent extremist organizations, individuals, or acts. When there is a threat to public safety or an account is used to promote or glorify off-platform violence, we ban the account. When warranted, we will report threats to relevant legal authorities. To effectively protect our community, we may consider off-platform behavior to identify violent extremist

organizations and individuals on our platform. If we find such organizations or individuals, we will ban their accounts.

### **Threats and incitement to violence**

We consider incitement to violence as advocating for, directing, or encouraging other people to commit violence. We do not allow threats of violence or incitement to violence on our platform that may result in serious physical harm.

#### **Do not post, upload, stream, or share:**

- Statements of intent to inflict physical injuries on an individual or a group
- Statements or imagery that encourage others to commit or that advocate for violence
- Conditional or aspirational statements that encourage other people to commit violence
- Calls to bring weapons to a location with the intent to intimidate or threaten an individual or group with violence
- Instructions on how to make or use weapons that may incite violence

### **Violent extremist organizations and individuals**

We do not allow organizations or individuals on our platform who promote or engage in violence, including terrorist organizations, organized hate groups, criminal organizations, and other non-state armed groups that target civilians.

#### ***Terrorist organizations***

Terrorists and terrorist organizations are non-state actors that threaten violence, use violence, and/or commit serious crimes (such as crimes against humanity) against civilian populations in pursuit of political, religious, ethnic, or ideological objectives.

#### ***Organized hate groups***

We use the term “organized hate” to refer to those individuals and organizations who attack people based on protected attributes, such as race, ethnicity, national origin, religion, caste, sexual orientation, sex, gender, gender identity, or immigration status. We consider attacks to include actions that incite violence or hatred, that aim to dehumanize individuals or groups, or that embrace a hateful ideology.

#### ***Criminal organizations***

Criminal organizations are transnational, national, or local groups that have engaged in serious crimes, including violent crimes (e.g., homicide, rape, robbery, assault), trafficking (e.g., human, organ, drug, weapons), kidnapping, financial crimes (e.g., extortion, blackmail, fraud, money laundering), or cybercrime.

#### **Do not post, upload, stream, or share:**

- Content that praises, promotes, glorifies, or supports violent acts or extremist organizations or individuals
- Content that encourages participation in, or intends to recruit individuals to, violent extremist organizations
- Content with names, symbols, logos, flags, slogans, uniforms, gestures, salutes, illustrations, portraits, songs, music, lyrics, or other objects meant to represent violent extremist organizations or individuals

## References

- <https://about.fb.com/news/2017/06/hard-questions-hate-speech/>
- <https://help.instagram.com/477434105621119>
- <https://www.linkedin.com/legal/professional-community-policies>
- <https://help.twitter.com/en/rules-and-policies/twitter-rules>
- <https://www.tiktok.com/community-guidelines?lang=en>