



Happy New Year & Update from EONS Board

Friday January 16th 2026, 16.00-17.00 PM CET

Online, MS Teams:

Meeting ID: 394 865 776 269 14

Passcode: jY9ud7LT

Agenda		
16.00-16.05	Welcome	Wendy McInally, EONS President
16.05-16.35	Update from EONS Board of Directors	Wendy McInally, EONS President
16.35-16.45	Freedom to speak up Guardian EONS role	Dimitris Protopetros, EONS Board Secretary
16.45-16.55	AOB (ECND&EONS19) & Q&A	Wendy McInally, EONS President
16.55-17.00	Closing remarks	Wendy McInally, EONS President

Annex I. Freedom to Speak Up Guardian Article 40.0 Appointment – Responsibilities

1. The Freedom to Speak Up Guardian is established to support members, workers, and individuals in governance and advisory roles to speak up about issues that may impact the operation of the Society, its objectives, or the well-being of individuals connected to the Society.
2. The Freedom to Speak Up Guardian shall be EONS Full member which has been an EONS member for several years and knows the organizational structures excluding the EONS Board members due to Conflict of Interest during the voting procedures within the EONS Board. knows
3. The Freedom to Speak Up Guardian may address any matter that affects the Society's operation, roles, or working environment, including:
 - a. Process inefficiencies or non-compliance.
 - b. Discrimination or inappropriate behavior.
 - c. Concerns affecting the well-being of members, staff, or stakeholders.
 - d. Any other issue that the individual deems important to raise.
4. The Freedom to Speak Up Guardian shall:
 - a. Act independently and impartially in carrying out their duties.
 - b. Report directly to the Board or a designated sub-committee of the Board on matters raised and actions taken, ensuring confidentiality as appropriate.
 - c. Be supported in their role with the necessary resources, authority, and autonomy to address issues effectively.
5. The Society commits to:
 - a. Ensuring no individual who speaks up faces retaliation, discrimination, or disadvantage as a result of raising a concern.
 - b. Handling all issues raised with confidentiality, unless disclosure is required by law or necessary for addressing the issue effectively.
 - c. Listening to and working with individuals to determine the most appropriate way to address their concerns.

6. The Freedom to Speak Up Guardian shall provide an annual report to the Board summarizing:
 - a. The number and types of issues raised.
 - b. Actions taken in response to these issues.
 - c. Recommendations to address recurring themes or systemic issues within the Society.
 - d. An evaluation of the effectiveness of the speaking-up process.
7. The Board shall appoint the Freedom to Speak Up Guardian, ensuring they are equipped with the skills, authority, and independence required for the role.
8. The appointment is subject to renewal or review at intervals determined by the Board.