



Code of Conduct Economische Studenten Vereniging Nijmegen

This code of conduct was presented for approval at the General Members Meeting on September 19, 2023, and was approved.

Introduction

This code of conduct encompasses the established guidelines regarding desired behaviour within the Economische Studenten Vereniging Nijmegen (hereinafter: ESV or the association). Within the ESV, we want every member to feel comfortable and enjoy their time in the association, regardless of gender, age, cultural background, religion, sexual orientation, or other aspects that are part of our unique identity. To ensure that everyone feels at home in our association, this code of conduct contains rules that we adhere to and promote in practice. This document is binding for both members and external attendees. In this way, we clarify our expectations of each other and work together to create a positive and inclusive environment within the ESV.

The code of conduct contributes to awareness of the norms and values we uphold within the association. The code of conduct is actively promoted at the time of registration. New members will need to agree to this code of conduct to become a member of the association. This code of conduct may change and adapt over time if necessary, and this should be done through a vote at the General Members Meeting.

The code of conduct consists of three parts: "General Behaviours," "Code of Conduct regarding Alcohol and Drug Use," and "Action in case of violations of the code of conduct."

General Behaviours

1. All members treat everyone with respect and appreciation, regardless of gender, age, cultural background, religion, sexual preference, appearance, or any distinguishing characteristics.
2. All members are responsible for the accessibility of the association and avoid discriminatory, offensive, humiliating, intimidating, sexist, and/or offensive comments or behaviours.
3. Sexual misconduct is never tolerated.
4. Verbal and physical violence, including bullying and harassment, within the association, is never tolerated.
5. All members respect each other's boundaries. No pressure will be exerted on anyone to do something they are not comfortable with.
6. All members respect possessions and properties. There shall be no theft or damage, and together we ensure that properties remain intact.

7. All members respect the applicable rules in public spaces and external locations as they are enforced, and consideration is given to other individuals present. Local legislation must always be followed. The code of conduct serves as a supplement to Dutch legislation.

In addition to the general behaviours, it is important to mention the expected behaviour of attendees and the board. To ensure this, a number of guidelines are provided below.

Attendees at an Activity

1. All members attend an activity out of their own motivation and ensure that the activity is not disrupted.
2. All members represent the study association in a professional and positive manner, and disorderly conduct is never tolerated.
3. All members respect the organizers of an activity.

The Board

1. The board demonstrates integrity in considering sanctions, which will be discussed further below.
2. The board must handle misconduct by a fellow board member with integrity and report it to the Advisory Council of the ESV at all times. If necessary, the Advisory Council of the ESV can advise reporting the misconduct to the Radboud University through the Head of Student Life and International Mobility (SLIM).
3. The board is aware of any potential power dynamics and takes this into account.

Code of Conduct regarding Alcohol and Drug Use

At ESV events where alcohol is served, it is crucial to ensure a safe and healthy environment for all members and other individuals present. This part of the code of conduct plays a central role in creating a positive culture where the health, safety, and well-being of all members take precedence. Additionally, the code of conduct promotes an atmosphere of inclusivity and respect for all members. It is important that association activities are accessible to everyone. By encouraging members to respect each other's choices and not exerting pressure, everyone contributes to an environment where everyone feels welcome and safe.

The use of alcohol and drugs can affect someone's ability to think clearly and act responsibly. By establishing guidelines regarding the use of alcohol and drugs during association activities, the code of conduct helps ensure that members do not endanger themselves or others. Finally, these guidelines contribute to maintaining a positive reputation for the ESV.

1. Alcohol consumption under the age of eighteen and/or providing alcohol to minors during association-related activities is never tolerated.
2. Disorderly behaviour during association-related activities due to alcohol consumption is never tolerated.
3. Possession, use, or being under the influence of 'drugs' (namely Lists I and II of the Opium Act) during association-related activities is never tolerated.

4. For every activity where there is no supervision from a third party, one ultimate responsible person must be designated prior to the event. The ultimate responsible person will be a board member. This ultimate responsible person must remain completely sober during the activity.
5. For activities related to the association within the Netherlands with at least one overnight stay, two ultimate responsible persons must be designated for each day prior to the event. The ultimate responsible persons will always be one board member + one board member or one committee member or one general member. Initially, this will be one board member + one committee member, unless otherwise agreed. These ultimate responsible persons must remain completely sober during the day and possess at least a B driver's license and at least one car.
6. For activities related to the association outside the Netherlands, two ultimate responsible persons must be designated for each day. The ultimate responsible persons will always be one board member + one board member or one committee member. These ultimate responsible persons must remain completely sober during the day. The ultimate responsible person is not obligated to stay with the group the entire night but may be asked to assist at any time in case of an emergency or stressful situation.

Actions in Case of Violation of the Code of Conduct

All members are always responsible for their behaviour and its consequences and can be held accountable by all members for any misconduct. The aim is to create an open dialogue culture. An open dialogue culture refers to an atmosphere where everyone feels comfortable discussing and asking anything, encouraging open conversations among members. Violations of the code of conduct can always be addressed internally, promoting awareness and encouraging compliance. Violations can also be reported to the designated contact person or to the board. This information is confidential and treated with integrity.

When it is observed that a member's behaviour deviates from the code of conduct, it is the ultimate responsibility of the board to address the member about it. The board is always authorized to send a member away for not adhering to the code of conduct during an activity, after which a corrective conversation will be initiated within 24 hours between at least one board member and the 'offender'. In this corrective conversation, it is important to raise awareness with the involved individual about the violated behavioural rules and the consequences it has had for those involved or the organization, to hold the individual accountable for the actions taken and acknowledge any possible damage caused.

If the board deems a violation to be significantly severe, as mentioned, for instance, in general behaviours (points 3 and 4) and/or alcohol and drug use (points 1 to 5), the board can issue warnings based on the code of conduct. After the second warning or if the situation requires, the imposition of the following sanctions will always be done in consultation with the Advisory Council of the ESV.

For a duration of one week or as long as the board deems it appropriate and proportional:

- a. exclusion from activities; and/or
- b. conditional suspension of the respective member.

For an indefinite or determined period:

- a. suspension of the respective member;
 - b. termination of membership of the respective member as referred to in Article 9, paragraph 1, sub d, of the statutes.
- If a criminal offense is committed, the board will report it to the police if the situation requires or if there is cause to do so.

In the event of a violation by a board member, a firmer intervention will take place, through a sanction rather than a first warning. A board member has an exemplary role for the association.

Procedure regarding official warnings and sanctions:

1. The board can address someone through an official warning regarding their (mis)conduct and inform them of the possible sanctions that may follow if this behaviour continues.
2. The board ensures the possibility to have a discussion about the official warning.
3. An official warning is provided in writing.
4. If a party is harmed by someone's behaviour, they can be informed about the issued warning.
5. The board ensures the possibility to discuss the sanction.
6. The imposed sanction must be proportionate to the misconduct. If a party is harmed by someone's behaviour, they can be informed about the imposed sanctions.
7. The board can decide at any time to withdraw the sanction.

Execution of sanctions:

1. Sanctions are issued by the board.
2. The content and implementation of sanctions are specified in the statutes and the bylaws.
3. A sanction is communicated in writing to the relevant party. The board must justify why a sanction has been imposed to the sanctioned individual.

Because this code of conduct is important for all members, all members contribute to the maintenance of the code of conduct at all times. The board is responsible for enforcing compliance with the code of conduct. Additional sanctions and/or other measures may be taken if the board deems it appropriate in light of the nature and severity of the behaviour. The board retains the right to deviate from measures if it deems it appropriate. The board will reasonably impose sanctions in accordance with the code of conduct.