

# **VSAE Code of Conduct**



## **Introduction**

The VSAE aims to help students get the most out of their student life on a study, social and career level. In order to achieve this, it is essential that we create a safe environment, where everybody within the association treats each other with respect.

This Code of Conduct was created to ensure social safety within the association. By stating the social rules and expectations, we hope to create a safe environment for all of our members and alumni. We expect all of our members, alumni and attendees of our events to adhere to the social rules as stated in this document.

## **Validity**

This Code of Conduct is applicable to all of the following people at all VSAE events and initiatives:

- Members of the VSAE (this includes Board members)
- Alumni of the VSAE
- People who are present at VSAE activities.

## **Code of Conduct**

Below you can find an overview of the behaviour we expect from our members, alumni and other people who are present at our events.

- You will have respect for others, their boundaries and their belongings.
- You will not bully (online and offline).
- You will not harass (including but not limited to) verbally, physically or sexually.
- You will not discriminate on the basis of religion, gender, race, sexuality etc.
- You will not steal.
- Underaged members, alumni or attendees will not drink alcohol.
- You will not carry, sell, use or be under the influence of drugs.

We expect all of our members, alumni and external attendees of our events to take responsibility for their actions.

## **Sanctions**

If a VSAE member or alumnus shows any form of misbehaviour, then this will result in a suspension from the VSAE. For external individuals present at our events, misbehaviour will result in suspension from all VSAE activities. The Board can assess each situation separately and overrule this rule if it is necessary in that specific case. The duration of the suspension will be handled on a case to case basis. Other types of misbehaviour will result in a first and final warning. In case of online misbehaviour, the member will additionally not be granted access to the VSAE accounts on the social media platform they misbehaved at.

## **Confidential Advisers**

In case you have noticed or experienced misbehaviour, or something else happened within the association that you want to talk to somebody about, you can always contact our [confidential advisers](#) (the Coffee Committee). Your appointment and anything you discuss with a Coffee Committee member will remain confidential.