



Code of conduct Natuurwetenschappelijke Studievereniging
Amsterdam

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1 Introduction

Before you is the code of conduct of the Natuurwetenschappelijke Studievereniging Amsterdam, hereafter referred to as: NSA. This code of conduct contains the social rules and behavioral expectations that the board of the NSA considers important for members¹, patrons² and attendees at its activities. This document is written to communicate the norms and values of the NSA to its members.

From the board it is expected that all members and attendees at activities will comply with the social rules and behavioral expectations from this document. The board would like to further point out that transgressive behaviour will always be disapproved of in every sense and will be acted upon appropriately, more information on this can be found under the heading 'Sanctions'.

2 Transgressive behaviour

Transgressive behaviour, in any form, will not be accepted by the NSA Board. The board will take action on transgressive behaviour by members and attendees in and around the association. Transgressive behavior includes (but is not limited to) aggressiveness, sexual misconduct, bullying and all forms of discrimination.

3 Rules of conduct

Below are the expected rules of conduct:

1. As a member, patron or attendee, you respect other members or attendees.
2. As a member, patron or attendee, you treat each other's property and that of the NSA respectfully.
3. As a member, patron or attendee, you will ensure that your behaviour contributes to a safe atmosphere within the NSA; part of this is respecting each other's boundaries (consent).
4. As a member, patron or attendee, you motivate other members and attendees to respect and point out each other's behaviour.
5. As a member, patron or attendee, you bear responsibility for your own actions at all times.

These rules of conduct apply to any form of interaction. This includes contact via social media or other forms of indirect communication. We encourage members and attendees to report behaviour that violates this code of conduct. This report can be made confidentially to the board, the confidants or the Senaat.

4 Alcohol policy

Since alcohol may be served at some NSA activities, the NSA recognises the importance of an alcohol policy. Below you will see the NSA's expected rules of conduct and alcohol policy:

¹Board members are also subject to the term 'members'

²Also known as 'NSAanhang'

1. If a member, patron or attendee consumes alcohol, they are still expected to abide by rules of conduct 1 to 5 under the heading 'Rules of conduct'.
2. As a member, patron or attendee, you act responsibly when consuming alcohol.
3. As a member, patron or attendee, you are responsible for guarding your own alcohol limit.
4. As a member, patron or attendee, you will respect the boundaries of others around alcohol and will not put peer pressure on other members or attendees.

5 Sanctions

By not following the social rules and behavioural expectations set out in the code of conduct, a member, patron or attendee may risk exclusion from activities. This means a person is no longer welcome at activities or allowed to play a role in committees. For NSA members, misconduct can even mean suspension or permanent expulsion in extreme cases.

5.1 Imposition of a sanction

- Prior to any sanction, depending on the severity of the offence, an official warning will first be given by the NSA board.
- An official sanction is always imposed in writing.
- If a board member is involved in a violation of the code of conduct, the board member will be barred from imposing any sanction and may be relieved of their managerial duties.

5.2 Appealing a sanction

In the event of a sanction, the member or patron concerned can always appeal. If a member appeals, the board shall endeavour to organise a general members meeting within a reasonable time. A member or patron can only appeal the same sanction once.

6 Confidant

The NSA has designated and trained confidants. Members faced with forms of undesirable behaviour, such as bullying, sexual harassment, discrimination and aggression can turn to the NSA's confidants with this. A confidant has a duty of confidentiality so anything you discuss with them is confidential. At the moment, the confidants are Stella Dartée, Thijn Swinkels and Femke Wenneker. You can reach them via email: vertrouwen@nsaweb.nl, or one of them at: stellavertrouwen@nsaweb.nl and/or thijnvertrouwen@nsaweb.nl and/or femkevertrouwen@nsaweb.nl.