



Code of conduct of the Natuurwetenschappelijke
Studievereniging Amsterdam

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1 Introduction

Before you lies the code of conduct of the Natuurwetenschappelijke Studievereniging Amsterdam, moving forward denoted as: NSA. In this code of conduct we describe the rules for the social conduct and expected behaviour that the association deems important for members¹, beneficiaries² and attendees of the association and it's activities. This document is written as a means for members to communicate about the social norms and values within the association. The board of the NSA ensures that these norms and values are upheld.

2 Rules of conduct

1. Inappropriate behaviour will never be tolerated by members, beneficiaries and attendees of the NSA. We speak of inappropriate behaviour when at least one of the involved parties experiences it as such. Examples of inappropriate behaviour are stated in section 2.1.
2. Members, beneficiaries and attendees treat each other with respect. Respect entails (but is not limited to) acknowledging and accepting each other's (group)identities as they are, accepting each other's physical bodies as they are, treating each other's sensitive information in an acceptable way and doing your best to maintain a safe environment within the association.
3. Members, beneficiaries and attendees treat properties of the NSA, in both the two NSA rooms (in the UvA and the VU) and during NSA-activities.
4. From members, beneficiaries and attendees is expected that they keep the behaviour of other members, beneficiaries and attendees in check.
5. Members, beneficiaries and attendees hold the responsibility for their own actions at all times. Members, beneficiaries and attendees are strongly encouraged to also take responsibility for other people's actions. The [bystander-effect-document](#) can help with this.
6. For members, beneficiaries and attendees the use of substances denoted in list 1 and 2 of the "Opiumwet" and the "Geneesmiddelenwet" is not permitted. Exceptions are substances for medical use and a toleration for use of cannabis.

These rules of conduct hold for every form of interaction, at any moment. Think also of contact via social media or other forms of indirect communication. Members, beneficiaries and attendees strongly encouraged to report any behaviour that is in violation of this code of conduct. This report can be made confidentially at the board of the NSA, the confidential advisers³ or the Senate⁴

¹Board members are also included in the term 'members'

²Better known as 'NSAanhang'

³See chapter 5

⁴See Article 29 of the [Internal rules](#)

2.1 Examples of inappropriate behaviour

As mentioned in rule 1 of the rules of conduct we speak of behaviour as inappropriate/unwanted if at least one of the involved parties experiences it as such. Inappropriate behaviour entails (but is not limited to):

- Sexual misconduct (both verbally and physically). It is important that sexual acts are conducted only if there is mutual consent;
- Bullying, peer pressure and intimidation;
- Aggressivity;
- Discrimination (For example based on religion, political views, race, gender, sexuality or one's sex)

2.2 Power relations

Members, beneficiaries and attendees that take part in the board, committees or the Senate should stay aware that possible power relations may arise between members of these entities and non-members of these entities. For this reason it is extra important for these people to adhere to the code of conduct.

3 Alcohol- and drugs policy

1. Regardless of whether a substance is tolerated or not, unlawful/excessive use and the negative social consequences of such is in violation of the code of conduct.
2. Members, beneficiaries and attendees use drugs and alcohol responsibly and keep to their own (alcohol)limit.
3. Members, beneficiaries and attendees are strongly encouraged make sure that other people do not cross their (alcohol)limit. Peer pressure is for that reason not tolerated. If a limit has been crossed, then members, beneficiaries and attendees are strongly encouraged to help and support the person involved.
4. Board members and committee members that organise activities with alcohol present need to make sure that a fitting alternative is offered.

4 Sanctions

By not following the social rules and expected behaviour in this code of conduct, a member, beneficiary and attendee can risk the imposition of a sanction. The imposing of sanctions is done by the board of the NSA. The form of a sanction is determined by the board, possibly in deliberation with the confidential counsellors and/or the Senate. Examples of sanctions that the board could impose on a member, beneficiary or attendee are:

- An alcohol prohibition/-limitation during NSA-activities and on NSA-grounds;
- A temporary suspension;
- Expulsion⁵;
- Removal from a committee;
- Exclusion from a (certain type of) activity;
- A ban on entering the NSA-grounds.

4.1 Imposing of sanctions

- Preceding a sanction, depending on the severity of the violation, a formal warning shall be given.
- Notwithstanding the foregoing a sanction in acute cases may be imposed without prior warning.
- A sanction is always imposed in writing. It is however possible that a sanction is initially imposed verbally, after which a written documentation follows within two workdays.
- Provided that a board member is involved in the violation of the code of conduct, this board member is excluded from the imposing of the sanction.
- If a situation is severe enough (defined by the board, possibly in deliberation with the confidential counsellors or the Senate), the board must always impose a sanction.

4.2 Appealing against a sanction

When getting a sanction the member or beneficiary concerned can always appeal against it. Provided that a member appeals, the board must try to organise a GMM within one month. If the change of board takes place within this month, the GMM should take place before the change of board takes place. Such a GMM can also be requested by a confidential counsellor or a member of the Senate, who will want to support the person who is appealing. During such a GMM no specifics about the sanction, nor the identity of the person appealing has to be revealed. A member or beneficiary can appeal only once against the same sanction.

⁵See Article 7 lid 1 sub e of the [statutes](#)

5 Confidential counsellors

The NSA has designated and trained confidential counsellors. Members that are confronted with (for example) forms of inappropriate behaviour can contact the confidential counsellors of the NSA with this. A confidential counsellor has an obligation of secrecy, so everything that you discuss with them is confidential (Exceptions to this are legal violations). Confidential counsellors are not allowed to start any process on their own, except if the person has had a conversation with a confidential counsellor and has asked them to do it. The current confidential counsellors can be found at the [website](#). The confidential counsellors of the UvA or of other study associations at Science Park can also be found there.