

Code of Conduct AEGEE-Delft

Version 1.03

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1 Goal of this document

This document provides a set of rules as to how members of AEGEE-Delft are expected to behave and to which members can be held accountable.

Everyone is personally responsible to act with integrity. Together we, AEGEE-Delft, are responsible for a safe environment for all members and visitors. This Code of Conduct is meant to safeguard the norms and values and establish a vision for AEGEE-Delft. This Code of Conduct can help in deciding which behaviour is desirable and which behaviour is not tolerated, within the association. It also makes behaviour discussable and helps each other to be as honest as possible.

2 Core values

We value an open, connected and positive atmosphere.

At AEGEE-Delft, we are an association where we are open with each other, safe from unfounded criticism, and accept each other for who they are. We aim to ensure that we all have a good time together and can be united. Next to that we explore Europe by organising trips throughout the year, we can meet with other AEGEE-locals to learn new cultures and meet new friends.

This also entails responsibility for one another. We take care of each other when something happens and don't walk away when something goes wrong. We take responsibility when someone needs help and make sure we keep each other safe, this can for instance involve offering guidance or support. Of course, personal safety always takes precedence here.

3 Code of Conduct

The Code of Conduct always applies and it is expected that all members comply with it when associated with AEGEE-Delft or when being in an AEGEE-Delft setting.

Respect

Respect is inherently important in maintaining relationships with each other. It shows not only that you appreciate the person for who they are, what they do and what they stand for, but also that you believe yourself and the individual to be equal to each other. At AEGEE-Delft we believe that everyone deserves to be treated with respect. We expect our members to abide by this and to be respectful towards each other and to third parties.

Discrimination

In AEGEE-Delft we believe that everyone is equal and deserves to be treated equally. There is no room for treating people with discrimination. We expect everyone to be treated on their individual merit rather than their class, race, gender, religion, spoken language, country of origin, sexuality, appearance or education.

Consent

In order to provide a safe space for everyone at activities from AEGEE-Delft it is important to respect the boundaries of everyone. Consent should be given freely, informed, enthusiastic, and specific. Consent is always revocable at any point.

For every interaction there should be consent. This includes actions concerning:

- Physical contact
- Sexual actions
- Verbal comments
- Participation
- Making video- or photo footage
- Sharing of private or confidential information

This also extends to refraining from forcing people to drink alcohol.

Violence

Within AEGEE-Delft any form of physical force to cause harm to people or property, such as pain, injury, destruction or damage will not be tolerated.

Sexual harassment / transgressive behavior

Within AEGEE-Delft any form of sexual harassment or transgressive behaviour will not be tolerated. This includes every form of unwanted sexual/physical action performed without consent. This could be physical, verbal, non-verbal and visual harassment.

Bullying behaviour

Any intentional and repeated behaviour causing non- or light physical harm is bullying behaviour and will not be tolerated within AEGEE-Delft. This includes but is not limited to physical, verbal, social or cyber bullying. At AEGEE-Delft we do not tolerate bullying in any way, shape or form since it can cause mental, emotional and physical pain to an individual.

Preventing group pressure

In order to make sure that everyone feels safe, group pressure; pressuring an individual to conform to a group's attitudes, beliefs, perceptions, and behaviours, is not allowed in AEGEE-Delft. Everyone has the responsibility to make sure they are not pressuring people into doing something they don't want to do.

Listening to organising parties

When present at AEGEE activities it is expected of the participants to listen to the people who organised the event, trip and/or activity. The people in charge are responsible for your safety and require your cooperation in order to guarantee that.

Alcohol

Underage people are not allowed to drink alcohol at our activities. At AEGEE-Delft alcohol shouldn't be a necessity to have a good time. That is why there should be an alternative to alcohol at activities. In addition, people are always responsible for their own alcohol consumption. However, we as an association also have a responsibility to look out for one another. We would like to foster an environment where people aren't hesitant to go to a responsible person at an activity when they think someone has drunk too much. The persons who are responsible at an activity reserve the right to remove people from the event and refuse access.

Harddrugs

Outside of illegality, AEGEE-Delft condemns any use of hard drugs. Since hard drugs are harmful to physical, social and societal well-being, they are not welcome at AEGEE-Delft.

This means both the use, sale or possession of these drugs at AEGEE-activities, AEGEE context and other matters where AEGEE-Delft can be held accountable. If possession of hard drugs is suspected, a conversation will be initiated. The sale or use of hard drugs in the aforementioned situations will lead to an immediate exclusion from the activity and further measures will be considered.

Softdrugs

Using soft drugs should not be associated with AEGEE-Delft, but AEGEE-Delft does not have to ensure there is no drug use in people's personal lives. There should not be drug use within or around AEGEE-Delft's activities.

Behaviour outside AEGEE-Delft

Members are expected to behave according to the rules of the AEGEE-locals/organisations that they're visiting. Next to that, the code of conduct of AEGEE-Delft applies as well since they are representing AEGEE-Delft at those activities.

During trips of AEGEE-Delft, members and externals that are part of the trip are expected to behave according to the rules of the country they're in. Next to that, the code of conduct of AEGEE-Delft applies on trips as well, as the trips are organised by AEGEE-Delft.

Sticker etiquette

Stickers are one of the most visible aspects of the AEGEE network. It is therefore important to handle them properly. This means placing stickers in responsible locations. This does not entail sticking stickers on visible parts of traffic signs, private property, or a place where it causes other direct inconvenience.

Social media

When members decide to join an activity, AEGEE-Delft holds the right to make pictures and be able to post them for promotion on social media channels. When signing up to an activity, members agree to the privacy statement. However, when individuals in the photographs are improperly portrayed, it is the moral responsibility of the photographer or promotion responsible to decide that these kinds of pictures should not be used. Members are always welcome to contact the board if they are uncomfortable with certain images being online.

Photos between members

When you take pictures as a member during an AEGEE-Delft activity, it is always important to check if everyone in the picture is decently portrayed. Members being photographed can always ask if a picture can be deleted and this has to be honoured within reasonable bounds.

During private activities, such as activities organised by members for themselves, the privacy statement does not apply. There is an exception in the AVG for personal or domestic use where you keep images for yourself or share them at most in a very limited circle. They will not be used for AEGEE-Delft purposes.

In any case it is expected that pictures of members are handled with care and respect.

4 Point of contact

If, at any point, the expectations as stated above are broken or a member of AEGEE-Delft feels unsafe, unwanted or unprotected there are several points of contact they can approach.

4.1 Board

The members can always approach the board. The board has a responsibility to guarantee the mental, physical and emotional wellbeing of its members and can always be reached if the member feels unsafe. Their contact information is on the [website](#). Members can both text the board members individually or send an email.

4.2 RvA

The RvA is a body that exists to support the board during their board year.

If the members want to make a complaint about their board, they can contact the RvA. They will then handle the complaints.

4.3 Safe Persons

The Safe Persons are people designated and trained to handle complicated situations in which a member experiences distress and/or has been in a case of (sexual) harassment. Members can approach them when they are feeling overwhelmed, but also when they have experienced a situation in which they felt unsafe. The Safe Persons are trained to be a support to members in difficult situations and can help them when they need help from other bodies/organisations. If the member wishes for the problem to remain between the Safe Person(s) and themselves that is perfectly fine. The Safe Persons are bound to confidentiality, even to other Safe Persons, unless explicitly stated. Their contact information is on the [website](#).