# Code of Conduct AEGEE-Delft

Version 2

This document provides a set of rules and expectations as to how members of AEGEE-Delft are expected to behave and to which members can be held accountable. AEGEE stands for values of diversity, dialogue and mutual understanding. This Code of Conduct (CoC) shall foster equal participation and opportunities, safe spaces and mutual respect, by assuring that the core values of AEGEE are reflected in the behaviour of its members. This Code of Conduct can help in deciding which behavior is appropriate and which behaviour is not tolerated, within the association. The Code of Conduct always applies during AEGEE-Delft activities and in situations where members are representing or can reasonably be seen as representing AEGEE-Delft. This includes, but is not limited to, official activities, trips, and events organised by or attended on behalf of AEGEE-Delft.

Whether a situation falls within an AEGEE-Delft setting depends on the context and may include informal gatherings that are organised through or closely connected to AEGEE-Delft.

Members are also expected to comply with the rules and codes of conduct of the organisations or AEGEE locals they visit. In addition, the Code of Conduct of AEGEE-Delft remains applicable, as members are acting as representatives of AEGEE-Delft during such activities.

**Everything that is prohibited by law is not tolerated within AEGEE-Delft.**

## 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. This respect extends not only to individuals but also to their personal belongings and shared property. We expect our members to abide by this and to be respectful towards each other, each other's possessions, and third parties.

## Discrimination

In AEGEE-Delft we believe that everyone is equal and deserves to be treated equally. There is no room for 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 contact, actions, comments.

## 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 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.

## 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. This also extends to forcing people to drink alcohol.

## 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.

## Alcohol

Underage people are not allowed to drink alcohol at our activities. At AEGEE-Delft alcohol isn't a necessity to have a good time. 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.

## 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.

## 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.

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

# 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.
**Click here for contact information.**

## 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. Members can both text the board members individually or send an email.

## RvA

The Raad van Advies (RvA) is the body within AEGEE-Delft that supports, advises, and supervises the Board throughout its board year. In addition, the RvA serves as an accessible point of contact within the association for matters where members prefer not to approach the Board directly. The RvA can provide advice and, where necessary, mediation.

Members are welcome to contact the RvA with any concerns, questions, or issues they may have. In particular, the RvA serves as an independent point of contact for comments or complaints regarding the Board and will handle these accordingly.

## 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.

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