

Code of Conduct VIP, Study Association Psychology Groningen



Purpose

This *Code of Conduct* is designed to promote a healthy and safe environment that encourages the enrichment of student life regarding the social and emotional development of all members. Members are entitled to socialize in a setting that is free of harassment, intimidation, bullying and violence. Besides having these rights, members also have certain responsibilities.

General Responsibilities

VIP requires that members:

- Conform to a reasonable standard of socially acceptable behaviour;
- Behave in a responsible manner and will accept responsibility for their choices and actions;
- Respect the person, property, and rights of others;
- Follow all safety procedures;
- Listen and follow the instructions from the people who are in charge (VIP Board and committee members)

Inappropriate Behavior

Harassment, intimidation, bullying, violence and drug use will not be tolerated within VIP. Members are responsible for being aware of the rules regarding these topics to maintain and protect the safe and healthy environment within our association. There is no distinction between VIP members regarding the consequences of inappropriate behaviour.

Drugs and Overuse of Alcohol

All VIP-organised events and activities will implement a zero-tolerance drug policy. This entails possession, consumption, or distribution of any substance considered a drug (including marihuana) will not be tolerated at all VIP-organised events and activities.

Members over the age of 18 are responsible for their capability regarding their own and the safety of their surroundings while being under the influence of alcohol. Detection of repeated violations of this rule will result in the expulsion of the concerning member from the event or activity.

Harassment/intimidation/bullying/cyberbullying

All members must respect the rights of other members. Harassment, intimidation, bullying or cyberbullying of any kind against any member of our association will not be tolerated, and violations will result in disciplinary action.

Violence

It is not allowed for members to be a danger or threat of danger to the physical and mental well-being of other members. Violation of this rule will follow up with immediate consequences. Members may not bring articles to VIP-organised events and activities that are deemed hazardous to the safety of others.

Consequences for Inappropriate Behavior

Consequences for misconduct are dependent on the problem as well as the surrounding circumstances. Board members will establish which consequences will be implemented. Consequences for inappropriate behaviour may include admonishment, and revocation of privileges, withdrawal of active membership, and dismissal from events or activities.

General Infractions

Board members will approach the member regarding their inappropriate behaviour and will give them an official warning. If the behaviour persists and/or is repeated, the member will have to depart the event or activity. The ticket price shall not be refunded to the member.

Major Infractions

Repeated inappropriate behaviour within committees/structures which creates an unsafe and/or unhealthy environment, will be penalised with a withdrawal of the active membership. Prior to this proposed withdrawal, the concerning member will have the right to a meeting with the current Board of VIP at which time the member will have an opportunity to explain the circumstances for the misbehaviour.