Code of Conduct Di-Et-Tri

*Wageningen, January 2024*

Introduction

To make sure members of Di-Et-Tri feel safe and welcome within the association, it is necessary to make sure rules and general norms and values are written down. This code of conduct works as the document to look at regarding the rules our members should follow. If there is an instance associated with Di-Et-Tri where a member feels unsafe, then this person is urged to report this to one of the current board members.

Specific rules:

Members are at wrong if they condone or participate in the following forms of inappropriate behaviour during instances associated with Di-Et-Tri:

* (Online) bullying
* (Physical and/or mental) aggression
* (Sexual) intimidation
* Racism
* Homophobia and/or transphobia
* Sexism
* Discrimination
* Abuse of power
* (Sexual) humiliation
* Forcing others to consume alcohol and/or drugs
* Intentionally cause property damage
* Theft of the association and/or members of the association
* Go against any privacy rules set up by Di-Et-Tri
* Other offences in conflict with the Dutch law that are not explicitly mentioned

Report of inappropriate behaviour
If an instance of inappropriate behaviour is reported, the board will fulfil a guiding role in dealing with this matter. The involved parties can confide in the board and will be supported in finding the right persons or instances. The board will advise them to contact the Confidential Contact Person of Di-Et-Tri or a confidential counsellor of the WUR. The contact information of the CCP of Di-Et-Tri can be found on the website of Di-Et-Tri (https://diettri.nl/) and the contact information of the confidential counsellors of the WUR can be found on the website of the WUR (https://www.wur.nl/en/education-programmes/current-students/student-guidance/confidential-counsellor.htm).

In the case that a report of sexually inappropriate behaviour is made, the person will also be made aware of the existence of the phone number (0800-0188) of Centrum Seksueel Geweld (Centre for Sexual Violence). Board members are always available to help in a comforting role, where they feel able to do so. Centrum Seksueel Geweld has trained people who can deal with the situation in a better way and therefore, the involved parties will be advised to contact them.

If the Dutch law is breached, the authorities will be notified, given that the person reporting the inappropriate behaviour provides permission to do so.

Where possible the board will help with finding a proper solution. When the board decides that consequences will be taken within the association, they can decide together on what consequence seems the best fit. The board is entitled to suspend a member (see art. 2.5 of the Internal Regulations). The board will have to take these decisions with full unbiasedness and with keeping the future of the association and the safety of the association’s members in mind.

If a board member is involved in an instance, the board will have a meeting without the involved board member. If the board thinks that they are not able to come to a fair conclusion, they are able to ask advice from old board members in the Advisory Council, but only if all involved parties agree to this. The Advisory Council can give a written advice to assist the board in making a fair decision.