

# Code of Conduct of B.V.W. 'Biologica'

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B.V.W. 'Biologica' is an association where everyone should feel safe and at home. Therefore, members and anyone attending Biologica activities are expected to adhere to the principles of this code of conduct. This code of conduct is an addition to the code of conduct of Wageningen University and Research.

If a situation arises within Biologica where a member feels unsafe, that member can report it to the committee responsible for the activity, the board, or one of the Confidential Contact Persons (CCPs). Everything discussed with these individuals will remain confidential. Everything can be discussed with the individual remaining confidential. Exceptions to this can only be made with the victims consent.

The board and members are alert to signs that members may be violating the principles of the code of conduct.

Situations will be handled carefully in accordance with this code of conduct. Unacceptable behaviour is behaviour that someone experiences as offensive, intimidating, or in some other way unwelcome, causing the person to feel uncomfortable or unsafe. The emphasis is placed on the experience, not the intent.

- Members are expected to recognize that there is no place within B.V.W. 'Biologica' for the following examples and other forms of unwanted behaviour:
  - Bullying
  - Aggression (both mental and physical)
  - (Sexual) harassment
  - Discrimination
  - Homophobia and/or transphobia
  - Racism
  - Abuse of power
  - Sexism
  - Coercion
  - Humiliation (including in the context of performance)
  - Exclusion
  - Stalking
  - Threats
  - Other actions in violation of the Dutch law
- Members do not infringe upon the (physical) integrity of others.
- Members respect one another, even if they disagree with the other person.
- Members respect each other's boundaries and safeguard their own.
- Members leave external locations tidy and respect the rules of those locations.
- Members are expected to handle the property of the association and others with respect.
- Members do not force each other or others to drink alcohol or use drugs.

## Options after Unwanted Behaviour

No code of conduct can describe every situation. After experiencing unwanted behaviour, members are encouraged to contact the association's Confidential Contact Person or the WUR's CCP for a listening ear and advice. The CCP of the association can also, with consent, contact the board of the

association either anonymously or not, if necessary. A member can also directly contact the board after an incident to discuss the consequences. During an activity, a member can also approach a committee member for help.

The board will take every report of unwanted behaviour, both formal and informal, seriously. Once the incident is brought to the board's attention, and with consent, contact will be made with all involved parties to outline the situation. All individuals will be treated with respect for their privacy. The board will offer support to everyone involved. This will then be discussed at a (possibly expedited) board meeting, after which appropriate consequences will be decided. These consequences may range from discussions with those involved to a warning or suspension. The safety of the person making the report will be ensured. Anonymous reports and remaining anonymous is possible by speaking to only one board member or through the CCP as an intermediary. In the case of a violation of the law, it is strongly recommended to file a report with the police.

### **Consequences of Unwanted Behaviour**

The board can impose sanctions on members found guilty of boundary-crossing behaviour. One of these sanctions is a suspension for a(n) (un)specified period. A suspended member can challenge the suspension by sending a letter to the board within one month, after which the suspension will be discussed at a General Members' Meeting within one month.