

# Code of Conduct

## N.K.S.W. Kompanio

## **The purpose**

This code of conduct has been drawn up to create a safe environment for all attendees of activities organised by N.K.S.W. Kompanio and for students of the Faculty of Social Sciences.

In order to guarantee the safety and well-being for all attendees of activities organised by N.K.S.W. Kompanio and students of the Faculty of Social Sciences, various guidelines are required in addition to the law. Through the code of conduct, N.K.S.W. Kompanio expects everyone to encourage each other to follow these guidelines and to hold each other accountable when these guidelines are not followed.

The code of conduct will be used to facilitate the emergence of an open conversation culture. An open conversation culture refers to an atmosphere during a conversation in which everyone feels comfortable discussing or asking anything. This open conversation culture is used to prevent escalation and minor incidents.

The code of conduct applies to all attendees of N.K.S.W. activities, board members and committee members, and all of them are expected to uphold it.

## Guidelines

### General guidelines

1. Everyone is accepted as they are and want to be.
2. Individuals are, in principle, responsible for their own actions.
3. Boundaries are respected and not crossed. No pressure is exerted on others to cross their own boundaries.
4. No form of physical, verbal or digital abuse or violence is accepted.
5. Discrimination on the basis of gender, ethnicity, sexuality, appearance, language or any other basis is not accepted.
6. You will not engage in any (sexually) transgressive behaviour;
  - a. This code of conduct uses the following definition of inappropriate behaviour: behaviour that is discriminatory in nature; consists of bullying or threatening, intimidating, aggressive or violent behaviour; abuses a power relationship or relationship of dependency; or does not change or stop when someone has labelled it as undesirable.
  - b. This code of conduct uses the following definition of sexually inappropriate behaviour: behaviour that is sexual in nature and crosses the boundaries of the other person; or does not change or stop when someone has labelled it as undesirable.
7. Anyone who behaves in a manner that is perceived as inappropriate or transgressive will be called to account. If the board deems it necessary, it will impose sanctions.
8. Property will be respected. Stealing or damaging other people's property will not be tolerated.
9. Sensitive information will be treated with integrity.
10. The internal rules of conduct of external locations will be respected.
11. The use or possession of drugs is not accepted. Drugs in this situation are referred to in the Dutch Opium Act, in particular lists I and II and so-called "designer drugs", which are expected to be added to these lists in the foreseeable future.
12. Disorderly behaviour resulting from (among other things) alcohol consumption will not be tolerated during activities.

### Personal guidelines

#### ***Attendees of N.K.S.W. Kompanio's activities***

- You will not disrupt the activity.

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- You will show respect for the organisers of the activity.
- You will follow the rules and instructions of the staff at the location of the activity.

### ***Committee members***

- You take responsibility for the activity you organise.
- You ensure that everyone feels welcome at the activity you organise.
- You ensure that everyone's boundaries are respected.
- You are aware of your potential position of power and will not abuse it.

### ***Board members of N.K.S.W. Kompanio***

- You are responsible for the implementation of and compliance with the code of conduct.
- You ensure that everyone feels welcome at the association's activities.
- You act with integrity when considering sanctions.
- You deal with misconduct with integrity.
- You are aware of your potential position of power and will not abuse it.

### **Sanctions**

Actions to be taken in the event of a violation of the code of conduct:

#### **Removal from activities**

- If deemed necessary, attendees may be removed from activities. If possible, they will be warned before being removed.
- Both the board and organising committee are authorised to remove attendees.
- If action needs to be taken due to undesirable behaviour, the board must always be informed.

## **Ethical Advisory Committee**

In the situation where the sanctioned person feels the sanction is unjust, they can call upon the Ethical Advisory Committee.

When called upon, board members of different study associations of the faculty of Social Sciences will enter this committee and review the decision by the board. Their review will be given to the sanctioned person and the board. The board will use this review as advice regarding possible changing of the sanction.

After the sanction is imposed, the sanctioned or affected party has 72 hours to submit a request to the Ethical Advisory Committee.

1. The Ethical Advisory Committee has three weeks to make a decision.
2. The board of the relevant Study Association has five business days to process the recommendation and report the final decision and decision-making process in writing to the Ethical Advisory Committee and the sanctioned or affected party.

The Ethical Advisory Committee can be reached through mailing to: [kompanio.social-safety@ru.nl](mailto:kompanio.social-safety@ru.nl)

## **Confidential Contact Persons**

If you experience any form of inappropriate or transgressive behaviour, anything that makes you feel less safe during the activities organised by N.K.S.W. Kompanio, or anything that makes you feel unwelcome, you can approach any of the board members or the Confidential Contact Persons (hereinafter: CCPs). As N.K.S.W. Kompanio does not have any CCPs, we would advise you to turn to the CCPs of your study associations, or the CCPs from Radboud University. CCPs are points of contact for those who do not feel comfortable discussing matters with the board. The CCP is first and foremost a listening ear. In addition, they talk to the person and together they look at appropriate next steps. The wishes of the person always come first and are leading in any follow-up steps. The CCP refers the person to an expert to help with the situation if this is deemed necessary.

You can contact the CCP from the Radboud University through this email:

[vertrouwenspersonen@ru.nl](mailto:vertrouwenspersonen@ru.nl)

You can find more information on the CCPs from the Radboud University through this link:

<https://www.ru.nl/en/students/wellbeing/student-support/counsellors/confidential-advisor>

## **Revision**

The code of conduct will be reviewed yearly by the board of N.K.S.W. Kompanio to allow for developments in the field of social safety.

Ratified at the General Members' Assembly of March 30<sup>th</sup> 2026.

Signed in Nijmegen

On behalf of the X<sup>th</sup> board of N.K.S.W. Kompanio (2025-2026)

Lotte Siemerink

Chair