

Ethical Advisory Committee

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N.K.S.W. Kompanio

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Why is the committee necessary?

When the board of a study association applies sanctions following a breach of the association's code of conduct, further mentioned as COC, it may be that the afflicted or sanctioned party disagrees with the applied sanctions. In the case that the board and the afflicted or sanctioned party cannot work out an agreement, the Ethical Advisory Committee, further mentioned as EAC, can be assembled to provide advice on a suitable course of action. This advice may be used by the board to reconsider its original sanctions and make a final decision.

The EAC can be called upon by any afflicted or sanctioned party surrounding a sanction but may also be contacted for conflicts which do not (yet) involve sanctions but form a disagreement between afflicted or afflicting parties and the board. When a board is sanctioning a member, they should mention the possibility of assembling the EAC if the afflicted or sanctioned party disagree with it, but this information can also be found through the media of N.K.S.W. Kompanio. The person sanctioned can also go to Kompanio directly if the board does not set it in motion. The committee will consist of members of the boards of other associations; in this way, they can give objective advice about the situation.

The Ethical Advisory Committee can be contacted at kompanio.social-safety@ru.nl.

Members of the EAC

The EAC will consist of 5 different board members. These will be chosen when a request for advice from the EAC is put forward and will consist of board members from the FSS outside of the association from which the request originated. The formation of the committee occurs through and is the responsibility of the N.K.S.W. Kompanio, also referred to as Kompanio, and its board members, one of whom will also chair the EAC. N.K.S.W. Kompanio aims to establish a committee comprising members from four other associations. However, if no other associations have a board member available at the time, Kompanio may fill open spots on the committee with members of its own board. Outside of this exception, a board should have no more than one representative in the EAC at once.

Boards should always strive to provide a member who can take part in the committee whenever this is necessary. Since the workload is low, this should pose no problem. However, if, due to unavoidable reasons such as internal problems, absences, financial or legal troubles, etc., no board members are available to take part in the committee, the association is permitted to abstain from joining the committee formation. In the case that more than half of the committee has to be replaced by Kompanio members, the committee formation has to be postponed until the associations have more board members available, since the committee would lose its neutrality.

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After the committee has provided advice and there are no more questions or requests about it, the committee will be disbanded again. Were it to happen that the committee is necessary more than once in a year, an entirely new committee will be assembled; repeat members are allowed but not demanded. In the unlikely case that a request for advice comes in while the committee is still in the process of giving advice for a different situation, the committee will not disband and provide advice for the new situation as well until this is also resolved.

Time

1. After the sanction has been imposed, the sanctioned or aggrieved party has five working days to submit an application to the Ethics Advisory Committee.
2. Once the Ethics Advisory Committee has been formed, it will have 15 working days to arrive at an appropriate recommendation.
3. Following the committee's recommendation, the board of the relevant Study Association has 10 working days to make a decision regarding the recommendation received.

Case information

Information regarding the situation will be sent to a separate mailbox of N.K.S.W. Kompanio. Only Kompanio has access to these files in order to guarantee privacy, and the board members which take part in the committee will transfer this information to the members of the committee. The committee would have access to the following information:

- Minutes and recording of the board meeting in which the matter and the associated sanction were previously discussed. (mandatory)
- Official sanction documents from the board, if applicable. (mandatory)
- The opportunity for conversation with those involved. (strongly recommended)

Possible Outcomes

The possible outcomes after the entire process are, firstly, that the EAC agrees with the sanction imposed by the board. This would mean that the board's sanction remains in place. The second option is that the EAC disagrees with the sanction imposed by the board. This would mean that the EAC provides advice on either modifying/altering or entirely rescinding the sanction. While the sanction is being reviewed by the EAC, the sanction, as initially

imposed by the board, will remain in effect. This will be the case unless the board decides to otherwise change the sanction in any way while the review is ongoing.