

Code of Conduct WSBV Sylvatica

Introduction

WSBV Sylvatica is an association where every member should feel welcome and at ease, as such inappropriate behaviour is not accepted within our association. This document outlines the principles we expect our members to adhere to as a member of WSBV Sylvatica.

If there is a situation, associated with WSBV Sylvatica, where a member of WSBV Sylvatica feels unsafe, then this person is urged to report this to one of the current Confidential Contact Persons (CCP hereafter) or the current board.

Everything reported will remain confidential. Everything happens in consultation with the board and with permission of the victim. If the Dutch law is breached, the authorities will be notified, given that the victim provides permission to do so.

We expect all our members, in situations associated with WSBV Sylvatica, to not engage in or to encourage any inappropriate behaviour. Examples of (sexually) inappropriate behaviour are:

- Bullying
- Aggression (both physical and mentally)
- (Sexual) intimidation
- (Sexual) discrimination
- (Sexual) humiliation
- Homo- and transphobia
- Racism
- Sexism
- Abuse of power
- Forcing other to consume alcohol and/or drugs
- Cause property damage
- Theft of the association and/or members of the association
- Other offences not explicitly mentioned in conflict with the Dutch law.

Report of inappropriate behaviour

When inappropriate behaviour gets reported to either a (committee) member or a CCP they should, with consent of the victim, inform the board as soon as possible. The board is obligated to respond to every report as soon as possible. When the board receives a report about inappropriate behaviour, it will be discussed as soon as possible with the entire board.

The board will make an appointment with all the involved parties (the victim, the accused and any witnesses) separately. These conversations will be held with two board members: one of them chosen by the victim and one of them chosen by the board. Afterwards, the board decides whether punishment will follow or not. The majority of the board has to be in favour of such a decision. The punishment will be in accordance to the rules set by the statutes.

When a board member receives a report of inappropriate behaviour or witnesses it themselves, the victim will be separated from the activity by a board member, preferably by two people. The board members will check in with the victim and the victim will get the opportunity to tell the story. Should the identity of the accused be known, the board members will explain to the accused that there was a report of inappropriate behaviour regarding them. The accused can be asked, by the board, to tell their side of the story. Board and/or committee members have the right to remove people from activities and may do so once the accused has been found.

Should you fall victim to sexually inappropriate behaviour or need to support a victim, consider contacting the "Centrum Seksueel Geweld", which translates to "Centre for Sexual Violence" (0800-0188). The "Centrum Seksueel Geweld" is a place where victims of rape or sexual assault can get help that they require. They are open 24 hours each day, for seven days a week.

Everybody who is involved (the victim, the accused and any witnesses) in a matter could be directed to the confidants of the Wageningen University and Research (vpstudent@wur.nl) or the CCPs of WSBV Sylvatica.

Confidentially obligation

Board members have to be discrete with a report of inappropriate behaviour. Board members are only allowed to talk about the report with the persons who are involved in this matter.

The board and the Advizii

Should a board member be involved with a report, the matter will be handed over to the chairperson of the Advizii. The chairperson of the Advizii will discuss the matter with his fellow committee members that are present during the first scheduled meeting, that will be organised as soon as possible after the report. The Advizii will make an appointment with all the involved parties (the victim, the accused and any witnesses) separately.

These conversations will be held with two members of the Advizii: one of them chosen by the victim and one of them chosen by the Advizii. Afterwards, the Advizii decides whether punishment will follow or not. The majority of the Advizii, present at the meeting, has to be in favour of such a decision. When both a board member and a member of the Advizii are involved with a report, then the procedure and the decision will be made by the Advizii without these persons present.

As a reminder, everybody who is involved in the matter (the victim, the accused and any witnesses) can be directed to the confidants of the Wageningen University and Research (vpstudent@wur.nl) or the CCPs of WSBV Sylvatica.

Consequences of inappropriate behaviour

The board is aware of the current regulations and could impose sanctions in line with the statutes and by-laws to members that violate the regulations or can inform the right authorities. Examples of sanctions are mentioned below:

- An official warning
 - o If the reported incident is deemed light enough, an official warning can be issued to the accused. This is done by email in which the decision will be explained and the opportunity to open a conversation will be offered.
- Suspension of the association
 - o A suspension needs to be in line with the statutes. A suspension could be warranted after a most serious incident of inappropriate behaviour, or after the first official warning.
- Informing authorities
 - o If the Dutch law is violated, for example in the case of theft, the right authorities will be informed.

Final statement

The board decides to act on the statutes, the internal regulations and Dutch law in all cases; even in cases not included in the code of conduct.