

Code of conduct

This code of conduct aims to show the norms and values the Thalia Study Association stands for. Every member of the association, or event organised or related to the association is expected to abide by these provisions.

The guidelines are preventive and intentionally kept general to signify the vision of social safety and moral responsibility within Thalia on a larger scale.

That means we want to commit to the following values, at Thalia:

- We **welcome** everyone in an equal manner
- We show **respect** towards individuals and society
- We take **responsibility** for our actions and decisions
- We strive to maintain a (socially) **safe** environment for everyone

To reflect these values, we abide by the following:

Welcoming

- We include and accept everyone as they are.
- We make sure that there are non-alcoholic drinks available at events for those who do not drink.
- We prevent our own interactions from turning into aggression and intimidation in every form.

Respectful

- We should treat each other with respect.
- We remain open-minded to other opinions and morals.
- We consider sustainability in event organisation and planning, decision-making, and individual actions.

Responsible

- We will use Thalia's property with respect and with permission of the board
- We will only use Thalia's property for events of the association, unless there is permission for doing otherwise.
- We respect promises made to Thalia, such as signing up to events.
- We will handle Thalia's money with respect.

Safe

- *We will prevent alcohol from compromising the (social) safety of others.*
- *We will not use illegal drugs of any kind.*
- *We will not accept unwanted (sexual) behaviour, such as sexist comments, unwanted physical contact, bullying, intimidation, etc.*

Reporting procedure of incidents:

If you have noticed or experienced any inappropriate or unwanted behaviour you should report it to the Thalia board. This can be done by speaking to them or sending them an email at info@thalia.nu. Each report or case of inappropriate or unwanted behaviour that goes against the provisions of this code of conduct will be discussed and appropriate actions will be taken.

If you feel uncomfortable talking with the board, you can also contact the trust contact persons, their contact details are on the website. In all cases when reporting confidentiality and privacy measures will be taken.

On our site you can find more contact points for student wellbeing:

<https://thalia.nu/education/student-well-being/>.