

## **ZERO TOLERANCE POLICY**

The main goal of any board is to always ensure the safety and security of members by fostering a safe, respectful and inclusive environment. The introduction of a Zero Tolerance Policy will help to provide clear guidelines and procedures to deal with unacceptable behaviour and will ensure coherence and fairness in its implementation. The board believes it is important to acknowledge the effect that any form of violence, whether physical, mental, emotional, or verbal, can have on a person. A very sensitive topic regarding violence is sexual transgressive behaviour, on which we will dedicate a separate part as we believe it requires a more structured and detailed procedure to be dealt with.

This policy introduces the topics of violence and sexual transgressive behaviour, and gives new policy implementations on what will be the consequences of corresponding behaviour.

### **Complaints**

When you have a complaint or you notice certain behaviour that does not feel good for you or other members, the board wants you to have a safe space to express your concerns.

The board will introduce a complaints committee to the association. This committee will take any concerns very seriously. There will be a minimum of two members and a maximum of four members in this committee. These persons will take charge of the complaints and will communicate this with the board. They will have an email account to which one can send complaints. Whenever the committee wants to discuss a complaint with the board, they will not share the name of the person who sent the complaint. This guarantees that complaints can be made anonymously, as only the complaints committee will have access to the inbox of this email account. The email address for the complaints will be: [klachtencommissie@t@gmail.com](mailto:klachtencommissie@t@gmail.com).

### **Definition**

This Zero Tolerance Policy will help to introduce clear guidelines to deal with unacceptable behaviour and ensure that these guidelines are implemented fairly. The board wants to emphasise the prohibition of violence, sexual transgressive behaviour and the usage of drugs during activities organised by our association. We want to implement a structured procedure to deal with such instances to ensure coherence and consistency. It is important to understand certain cultures within the association and student culture itself, which may make boundaries unclear. Members in our association can engage with each other while intoxicated, whether it is during our activities, or outside the association. Being intoxicated blurs boundaries and makes sexually transgressive behaviour more

likely to happen. Acknowledging the student culture, hookup culture, and the context of our association and its members regarding instances of intoxication, the board finds it incredibly important to implement a policy regarding sexual transgressive behaviours in order to ensure the safety of members of the association. With this policy, the board wants to stress that any feeling of unsafety will be taken seriously and that appropriate consequences are ensured.

There is no broad definition of violence and sexual transgressive behaviour. For many, this is a very subjective subject. However, situations in which a person is feeling unsafe or unheard, as mentioned by themselves or another person, will be taken very seriously.

To provide clarity; it is not permitted to use any type of violence or show sexually transgressive behaviour at any association activities. Additionally, drug use is strictly forbidden, with the exception of alcohol. Association activities include socials, practices, team nights, games, tournaments and other activities hosted by the association.

### **Measurements**

To ensure the safety of our members, the board wants to emphasise that any here forementioned behaviour or actions will have consequences. The structure of these consequences is dependent on the incident and the persons included in the situation. Additionally, the frequency of incidents will be taken into account.

Any complaints heard or seen by the complaints committee or the board will be taken into account. Both the board and the complaints committee will assess the situation and a conversation with the persons involved in the situation will be held, to ensure all sides of a story are heard before the infringement of judgement.

There are different measurements that can be taken. Measurements can have various forms, such as a warning, a temporary suspension of activities hosted by the association, a full expulsion from the association, or anything in between.