

Code of Conduct - Ipso Facto

Mission

“Study association Ipso Facto is an inclusive community, in which everyone is equal and feels at ease to be themselves. It is a place where students can connect with others, both within and between their study programmes BIN, BCL, MID and MDR. It is a place where members learn from and network with academia and the world of businesses and NGOs. It is a sustainable community in which we have an eye for each other and the world around us.”

This code of conduct is a statement on the behaviour of people that are a member of Ipso Facto, which should be in line with our mission. The code will describe what behaviour we accept and tolerate and what steps can be undertaken in a case of unwanted behaviour.

Ipso Facto is a safe space where **(social) safety** is a priority and we tolerate and accept every single human being, regardless of place of origin, race, culture, age, gender, sex, identity or any other characteristic. The members of Ipso Facto should be able to express themselves and to experience joy in participating in the activities and events without feeling threatened, unsafe, stressed, frightened or excluded. If there is a situation, associated with Ipso Facto, where a member of Ipso Facto feels unsafe, then this person can report this at all times to one of the current board members or to a confidential contact person. Everything will remain **confidential** and happen in consultation 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 Ipso Facto, 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
- Homo- and transphobia
- Racism
- Abuse of power
- Sexism
- (Sexual) humiliation
- 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 Dutch law.

Report of inappropriate behaviour

When you experience any of the above mentioned examples or any other (sexually) inappropriate behaviour, you can approach at all times to one of our current board members or a confidential contact person. Together with a board member or a confidential contact person you can find a solution that suits your preferences and needs. Nothing is obliged and

you remain in charge at all times. Behaviour is inappropriate whenever you feel or think it is inappropriate, thus do not hesitate to seek contact. Everything remains confidential.

Confidential Contact Person

Talking to a Confidential Contact Person is an accessible step to take when you are a victim of inappropriate behaviour or witness of inappropriate behaviour. The Confidential Contact Person is a neutral person who is there to support you, assist you and find a solution that suits your needs and preferences. The CCP is there to support and help everyone that is a victim of inappropriate behaviour or have witnessed inappropriate behaviour. Everything remains confidential and the reporter stays in charge at all times. CCP's are primary for the students and members of Ipso Facto, but can also be approached by parents, visitors and other people who are associated with Ipso facto.

The CCP is not a reporting place or hotline. They are there to help the reporter/victim and are not responsible for the students of Ipso Facto or the events. CCP's are not social workers or professionals and shall not start investigations or execute other support services. CCP's are also not mediators who serve as mediators in a conflict.

Ipso Facto has three trained CCP's, which you can contact by e-mail or whatsapp. You can find the information on the Website and in the Ipso Facto office.

Confidential Person WUR

You can always turn to the student confidant, even - or especially - if you are in doubt about certain uncomfortable experiences. The confidential persons are working independently for Wageningen University and everything you discuss with them is confidential.

They will advise and guide you on the possible steps you can undertake. For example, they will help you discuss your experiences with the other party, but you will always remain in control.

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Study Advisors

Natasha Proposka de Bats

[Contact gegevens?](#)

Student Psychologist

If the Board receives a report of inappropriate behaviour with consent of the victim, the board is obligated to respond to every report as soon as possible. When the board receives a report about inappropriate behaviour, it will discuss further steps in accordance with the victim.

When a severe form of inappropriate behaviour has taken place, in such seriousness that it

constitutes a danger to the students and the association, the Board is authorised to remove people from activities and the association and to inform and call in official emergency services and authorities.

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).

Consequences of inappropriate behaviour

The board is aware of the current regulations and could impose sanctions to members that violate the regulations or can inform the right authorities. Examples of sanctions, in line with our statutes, our internal regulation and the Dutch law, are mentioned below:

- An official warning
- First warning: the decision that has been made will be explained to the accused by email and the opportunity to have a conversation about it will be mentioned.
- Second warning: the decision that has been made will be explained to the accused by email and the opportunity to have a conversation about it will be mentioned. There also needs to be mentioned that this is the last warning.
- Requesting a monetary fine or compensation
- Damaging non-association property. This case is not in the interest of the association. The parties involved need to come to a solution themselves, or not through the association. When a member of the association damages property of someone while doing association work, the association is not responsible. Provided that a contract has been drawn up for this and the destruction was done without intent. If the association receives a fine, this will be forwarded to the accused.
- Damaging association property. The accused is asked to compensate for the costs of the damaged goods of the association.
- Suspension of the association or exclusion from activities
- 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 two official warnings.
- Informing authorities
- 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.

May 23, 2023