



Appendix A: Code of Conduct for Student Organisations

1. Introduction

Radboud University enters into clear agreements about conduct with accredited student organisations that make use of facilities and support of Radboud University. In this code of conduct (hereinafter: Code of Conduct) norms and standards of the parties involved are confirmed.

The Code of Conduct is actively endorsed by both Radboud University and the accredited student organisations. Radboud University and the accredited student organisations together discuss the Code Of Conduct on an annual basis, at the beginning of the board year (*bestuursjaar*), so that awareness is created and compliance is stimulated. The Code of Conduct can be consulted on the website.

The Code of Conduct is preventive in nature and encourages proper behaviour. The starting principle is creating awareness for the exemplary role that boards have towards their members and the responsibility they have towards and for their student organisations. Apart from that, parties can call each other to account for behaviour that does not comply with the provisions in this Code of Conduct.

In the event any kind of behaviour does not comply with the provisions of this Code of Conduct and if this behaviour has potential consequences for the accreditation of the student organisation, the first step is always to organise a meeting with the Student Life and International Mobility department to discuss this behaviour before the consequences are determined.

2. Principles

The board of the accredited student organisation and its individual members are aware of their responsibilities and the exemplary role that they have in their student organisation. The board seeks to ensure that no one will be offended in their personal dignity and stimulates that members are respectful in their dealings with each other, other persons involved and property.

2.1 The board of the student organisation:

- a. is responsible for drafting and implementing its own policy and the activities of the student organisation. Apart from that, the board ensures that its policy can stand the test – in the context of socially accepted standards – and that activities are in keeping with the character and identity of the student organisation;
- b. refuses to accept undesirable and transgressive behaviour and, where necessary,



calls persons to account about their behaviour. The board strives for prevention and a positive culture. Behaviour that is undesirable and/or transgressive is understood to mean in any case:

- mental and physical violence;
 - discrimination;
 - racism;
 - sexism;
 - duress;
 - humiliation;
 - exclusion.
- c. pursues an inclusive character of the student organisation where persons take each other into consideration and where the persons involved feel safe and welcome. This is understood to mean in any case that, where possible and appropriate within the identity of the student organisation, consideration is given to:
- language of communication;
 - preferred form of address;
 - religion and personal beliefs;
 - allergies and dietary requirements/preferences;
- d. strives to ensure that members can turn to their own confidential contact counsellor – trained by SLIM – and/or know they can turn to a Radboud University confidential counsellor (vertrouwenspersoon) or to student support (studentbegeleiding) offered by Student Support;
- e. ensures that the board and the members carefully and respectfully handle, in the context of their student organisation, any property belonging to Radboud University and to third parties;
- f. strives to ensure that sustainability is weighed up when making choices with respect to both policy and the organisation and implementation of activities. This should be specifically taken into account when materials, food and drinks are purchased. Study and faculty associations can apply for extra grants if they undertake a sustainable study trip;
- g. ensures that the student organisation, during activities, complies with national and local laws and regulations, more particularly with the Licensing and Catering Act (*Drank- en Horecawet*), Tobacco and Related Products Act (*Tabaks- en rookwarenwet*) and the Opium Act (*Opiumwet*). The board ensures that those involved do not exert pressure on each other and others to use alcohol and/or drugs. The board sets the example and calls others, where required, to account about their behaviour. The board's responsibility is related to activities organised by/for the student organisation;



- h. handles private data of members and privacy sensitive information confidentially. Personal data may only be processed if required for a specific purpose;
- i. strives to ensure that the members of the student organisation are aware of the general principles laid down in this Code of Conduct and that these principles are applied and complied with in the context of the student organisation. The Code of Conduct can be shared, for example, on the student organisation's website or when new members are registered or during the introduction days. Student organisations are encouraged to have their own code of conduct or house rules as well, which elaborate on this Code of Conduct;
- j. directly reports a potential incident to Radboud University, through the head of SLIM (slim@ru.nl). Incidents to be reported could concern a(n) (internal) conflict, physical or mental violence, other transgressive behaviour, etc.;
- k. carefully monitors signals that persons do possibly not comply with the principles laid down in the Code of Conduct, does not hesitate to investigate these signals, thereby hearing both sides, and takes appropriate measures where required. If the board has any questions or needs any advice, the board may contact SLIM (slim@ru.nl).

2.2 The executive board of Radboud University:

- l. acknowledges and endorses the importance of active student organisations and the opportunities that student organisations offer to students for development and fulfilment within and beyond their studies and the executive board actively promotes this;
- m. ensures financial support of the boards of the accredited student organisations by providing board months (*bestuursmaanden*) and grants within the frameworks set to this purpose in the Profiling Fund and Subsidy Regulations SLIM (*Profileringfonds en Subsidiereglement SLIM*);
- n. ensures financial support of the boards of the accredited student organisations by offering them the opportunity, on an annual basis, to participate, free of charge, in training courses and workshops that may contribute to their being able to successfully carry out their board tasks;
- o. ensures support of the boards of the accredited student organisations by providing guidance to them on several themes that are relevant for Radboud University, for

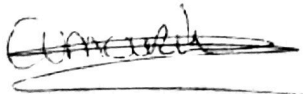


example the Social Security (*Sociale Veiligheid*) guide of SLIM, the Sustainability (*Duurzaamheid*) guide of Green Office and the training courses of the DEI Office;

- p. ensures support of boards of accredited student organisations by notifying them of structural support and training courses in the field of mental well-being and mental resilience by team Student Support;
- q. makes a limited number of on campus rooms available for storage and office space and practice rooms within the frameworks set;
- r. ensures that the Code of Conduct can be inspected by everyone and that the Code of Conduct is reviewed every year;
- s. first contacts the student organisation and the head of SLIM in case of a potential incident before reacting in public or determining the consequences of the incident, unless there are compelling reasons for not doing so.

Nijmegen, (date)

On behalf of the Executive Board,



C. van Mourik,
head Student Life and International Mobility

Nijmegen, (date)

26/02/2025

(Name organisation)

DE BOOSTERS



(Name board member)

IVO VAN DE GEIJN
(CHAIR)