

Code of conduct of S.V.K. Dokkaebi



Table of contents

1. Goal	2
2. Scope	2
3. Definitions	2
4. Confidential Contact Person	3
5. Submitting a Report	3
6. Anonymity and Confidentiality	3
7. Measures	4

1. Goal

The purpose of the code of conduct is to ensure and maintain an open and safe atmosphere within our association. The code of conduct sets rules that must be followed by all individuals involved with S.V.K. Dokkaebi and its activities. It serves as a means to protect individuals who experience unwanted behavior and wish to report it. Mutual respect, in the broadest sense of the word, and openness are core values within our association.

2. Scope

By becoming a member, you automatically agree to the code of conduct.

This code of conduct applies to:

- Board members
- Council members
- Confidential contact persons
- Committee members
- Members
- Volunteers at activities, other than members
 - Including volunteers at 탁잡담
- External participants in association activities

3. Definitions

The following terms and definitions are used to describe unwanted behavior within the association's context. The behaviors listed below will not be tolerated under any circumstances.

Unwanted Sexual Behavior

Refers to all forms of verbal, non-verbal, or physical behavior with a sexual connotation, where the perpetrator knows or should know that it undermines the dignity of the other person. Any form of sexual behavior is unacceptable when it is unwanted, inappropriate, and offensive to the affected person, such as unwanted comments, insinuations, or physical contact.

Violence

Violence includes all forms of psychological and/or physical intimidation, threats, or attacks. This applies to any situation in which a person is harassed or assaulted, both mentally and physically.

Alcohol and Drug Abuse

Excessive alcohol consumption is not allowed when it results in inappropriate behavior, disturbance, or the creation of an unsafe environment for others. Additionally, the use of narcotics excluding prescribed medications before and during activities is prohibited. Everyone is expected to consume alcohol responsibly and refrain from using, possessing, or distributing prohibited substances during association activities. Any behavior resulting from excessive alcohol or drug use that compromises the safety, dignity, or well-being of others is considered unacceptable. Forcing someone to consume drugs, whether legal or illegal, is strictly forbidden.

Bullying

Bullying refers to any form of behavior—whether verbal, physical, through threats, actions, gestures, or written communication—aimed at undermining a person's personality, dignity, or integrity. This behavior can also include actions that undermine a person's role or functioning within the association and/or create a hostile, threatening, or humiliating environment.

Discrimination

Discrimination involves making distinctions or making negative statements about a person based on factors such as race, skin color, ancestry, religion, gender, functional disability, sexual orientation, beliefs, or gender identity. It can occur verbally, in writing, or through actions that exclude or disadvantage others.

4. Confidential Contact Person

The association's internal regulations define the framework for appointing and supporting the confidential contact person(s).

5. Submitting a Report

Every individual has the right to report an incident to a confidential contact person or board member if they believe they have been involved in unwanted behavior or have witnessed it during a situation affiliated with S.V.K. Dokkaebi. For reports or matters concerning the functionality of the current board, members can contact the Board of Supervisors (RvT).

6. Anonymity and Confidentiality

Anonymity and confidentiality are central principles for the board, confidential contact person, and Supervisory Board. The confidential contact person holds a confidential position at all times and is expected to maintain confidentiality in their duties, even amongst themselves. However, due to the legal obligation to report criminal offenses when aware of them, anonymity cannot be guaranteed in such cases. In cases of uncertainty, the confidential contact person will consult with Leiden University's confidential advisor.

7. Measures

If deemed necessary, the board may decide to reprimand a person on the spot or afterwards, remove them from an activity, temporarily remove them from their committee, or terminate their collaboration or agreement with the association.

If deemed necessary, the board may propose to the General Assembly (ALV) to revoke a person's membership and/or temporarily remove council members, board members, and/or confidential contact persons from their roles.