

Handling Violations of the Code of Conduct

If the code of conduct is violated, there are possibilities for imposing sanctions. This document serves as a guideline.

Removal from Activities

1. Attendees can be removed from an event or activity if they contribute to an unsafe or unpleasant atmosphere and/or do not adhere to the code of conduct.
2. When a member is removed, the board bears ultimate responsibility for this action.

Warnings

1. The board can address someone's (mis)conduct through an official warning and alert them to sanctions that may follow if the behavior continues.
2. A warning is confirmed in writing.
3. The board always offers the opportunity to discuss the warning.
4. An issued warning remains registered for 5 years in a manner that only the board has insight into.¹
5. The board can also warn someone during an activity itself. This does not necessarily have to result in a formal warning.

Sanctions

1. The board can apply established sanction options in the event of inappropriate behavior that exceeds the code of conduct. A warning does not have to be issued first.
2. The sanction options are established in the Internal Regulations and the Statutes.
3. The imposed sanction must be proportionate to the misconduct.
4. A sanction is issued in writing.
5. The board always offers the opportunity to discuss the sanction.
6. An issued sanction remains registered for 5 years in a manner that only the board has insight into.
7. Sanction options include, but are not limited to: an alcohol ban during the activity in question, removal from an activity, exclusion from activities for a definite or indefinite period, suspension, expulsion (termination of membership), and/or contacting the authorities.

Execution of Sanctions

1. Sanctions are issued and executed by the current board.
2. In accordance with the Internal Regulations and the Statutes, a suspension or expulsion is only imposed in agreement with the General Members Assembly (GMA).

¹ A written warning is recorded in a separate document and kept digitally for five years. The corresponding email can be deleted at the end of the year in question. Warnings are stored chronologically by year so that the sitting board always deletes them before a new board takes office. This method is part of the onboarding procedure.