



Social Safety Policy

Version 1.0

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1. Introduction

A.S.V.Gay gives great priority to creating a socially safe environment for its members, alumni, partners, and third parties. To be able to offer this socially safe environment, it is important to have a policy that describes important rules that the board, members, alumni, and donors must follow during meetings, when they are at association activities, when they communicate online within A.S.V.Gay- domains, and when they interact with members of A.S.V.Gay outside association activities. This social safety policy is intended as a framework in which people can determine how they can address each other about undesirable behavior and to clarify how to report undesirable behaviour. In this way, a safer association can be created, where victims feel heard and dare to ask for help.

This document will first discuss the current rules as described in the code of conduct of the bylaws. In addition, this policy will describe desirable and undesirable behavior within A.S.V.Gay, after which it will be explained how undesirable behavior can be reported and what the associated procedure is. It is then explained how you as a bystander can help to prevent unwanted behavior, and finally there is an overview of all important authorities where you can ask for help.

Content warning: descriptions of violence, sexual misconduct, and discrimination.

2. Code of Conduct House Rules

(This is an unofficial translation of the bylaws as they are currently in the Dutch version and includes the modifications made June 13th 2023)

Title IX: Code of Conduct

Article 38 General Code of Conduct

1. The association has a code of conduct. Article 3 section 2 applies to this.
2. The Board may exceptionally draw up additional rules for activities and meetings. The board must submit this in advance, with reasonable notice.
3. If an activity or meeting takes place at a third-party location, then the house rules and rules of conduct of that location are automatically (also) applicable.
4. The board supervises compliance with the code of conduct.
5. In the event of non-compliance with the code of conduct, the board may proceed to sanctions. Sanctions are laid down in writing by the board.
6. In principle, the association has the following sanctions, increasing in severity:
 - a. one-time removal from an activity or meeting;
 - b. a formal warning;
 - c. a temporary suspension;
 - d. permanent expulsion from membership or alumni as described in Article 5 of the statutes.



Article 39 Prohibited substances

1. There is a zero-tolerance policy for being under the influence of, use of, sale of, and possession of prohibited substances.
2. Prohibited substances (also referred to as drugs) means:
 - a. Substances covered by the Opium Act, including those contained therein listed substances under list II, such as cannabis and hashish, under subject to statutory exceptions for medical purposes;
 - b. means which, or of which use, intake, consumption, or application prohibited by other laws and regulations;
 - c. substances that do not fall under point a, but that are characterized by (excessive) use or by their (unintentional recreational) application by the undesirable effect corresponding to the use of substances under point a (so-called legal highs or designer drugs), including resources that may fall under the Commodities Act, such as nitrous oxide;
 - d. alcoholic beverages are excluded subject to point b.
 - e. observing point a, the national tolerance policy is followed for cannabis (marijuana, hashish). It applies that being under the influence of and possession of a maximum of 5 grams is tolerated. The use and sale of cannabis is not allowed at activities.
3. In the event of a violation, the board can proceed to immediate removal from an activity or meeting. Further sanctions may follow after this.

Article 40 Violence, intimidation, and other undesirable behavior

1. There is a zero-tolerance policy regarding violence, harassment, and other undesirable behavior.
2. The board can, if necessary, proceed to the immediate removal from an activity or meeting. Further sanctions may follow after this.
3. Before proceeding with further sanctioning, all parties involved will be heard and assisted if necessary. The Advisory Council (AC) may support the board in this.
4. If a member is violent, intimidating, or shows inappropriate behavior towards another member outside association activities, consultation can take place between the board and those involved, and an arrangement may be made concerning participation in activities and meetings. The AC can support the board in this.



3. Desired Manners

The board expects mutual respect in all interactions between (board) members, committee members, members and boards of companies, alumni, and external persons. A culture in which everyone feels safe and respected within A.S.V. Gay is central. We create this culture together by treating each other with respect and respecting each other's boundaries and differences, being open to feedback, and acting by the code of conduct.

4. Undesirable Behavior (Inappropriate Behavior)

Transgressive situations occur in all layers of our society, including in the LGBTQ+ community. This includes (sexual) violence, bullying, and discrimination, among others. Preventing these situations is not always possible. In that case, adequate action must be taken within A.S.V. Gay. Providing a socially safe environment is the highest priority.

A.S.V. Gay has a zero-tolerance policy towards any form of inappropriate behavior, whether in the form of discrimination, bullying, harassment, violence, or sexual misconduct. We speak of inappropriate behavior if at least one of the parties involved reasonably experiences it as such. Below are several examples of the most common forms of transgressive behavior.

Discrimination

There is discrimination if someone is treated differently, disadvantaged, or excluded based on (personal) characteristics. These characteristics include, for example, sexual orientation, race, gender, nationality, religion, beliefs, political opinion, marital status, disability or chronic illness, age, and body characteristics.

Bullying

Bullying is a systematic form of (verbal) aggression in which an attempt is made to constantly hurt or offend someone. Forms of bullying include: making jokes at another's expense, making nasty comments or ridiculing, insulting, swearing, ignoring or socially isolating/excluding, imitating, gesturing, gossiping, criticizing someone's personal life, or damaging property. This can happen both online and physically.

Harassment

Harassment occurs when someone tries to influence another person's behavior by frightening them through threats of negative consequences. Such a threat may include threats of violence, vandalism, and/or sharing of personal information.

Violence

Within A.S.V. Gay there is no room for acts where someone physically or emotionally harms another through a physical act. Examples include: hitting, pinching, biting, pushing, hair pulling, kicking, spitting, strangling, and physically preventing the performance of work. This also includes emotional violence, such as verbal aggression, death threats, and name-calling.

Sexual misconduct

Sexual misconduct is any sexual act performed against someone's will. Examples include unwanted sexual remarks, sexual acts performed without consent (e.g., without a person being able to refuse to participate or express unwillingness e.g. due to illness, disability, the influence of alcohol or drugs, harassment or pressure, or abuse of power), sexual assault, and rape.

5. Making a Report and the Associated Procedure

Report & Procedure

A report of undesirable behavior can be made by any member to the board. This can be done through bestuur@asvgay.nl or by sending an email or Whatsapp message to an individual board member. You can make the report in writing, but you can of course also schedule an appointment with one or more board members if you prefer to speak to someone in person. If you need a listening ear, you can also make a report to the Confidential Advisors. The difference between reporting to the board and the Confidential Advisers is explained on page 8.

What happens when a report is made?

As soon as a report has been made, it will be dealt with as an agenda item in the next board meeting, after which a meeting will be scheduled with those involved to discuss the matter further. This is of course completely confidential. **The wishes and needs of the reporter are central at all times.**

When the matter is complicated and requires further investigation, the board members least close to those involved will be responsible for the investigation if authorized by the reporter. The power here always lies with the reporter: the board respects the choices of the reporter at all times, and does nothing without the permission of the person who made the report. If the board believes that everyone is too close to those involved, the Advisory Council, the confidential advisers, or an external organization will be consulted for advice. Of course, this only happens with the consent of those involved. Furthermore, those involved must be informed of every step to avoid conflicts of interest.



Investigation

All sides of the story must be discussed. The responsible board members will therefore at least have one conversation with each person involved (these conversations can take place separately or together, according to the wishes of the people involved). These conversations are recorded with permission. However, a written summary of the conversation is always made and shared with all parties present in the conversation. The board can engage a confidential adviser or external organization for the discussion if this is deemed necessary, this only happens with the consent of those involved.

How further?

The board ensures compliance with A.S.V. Gay's code of conduct, and if it is concluded after an investigation based on a report that it has not been complied with, the board may impose sanctions. As stated in the bylaws, there are several sanctioning options, increasing in severity:

- a. one-time removal from an activity or meeting;
 - b. a formal warning;
 - c. a temporary suspension;
 - d. permanent expulsion from membership or alumni)
- as described in Article 5 of the Articles of Association.

Aftercare

If there is a need for this from those involved, a final meeting is planned with the people involved after the end of the investigation and possible sanctions to see how things are going and whether there is any further request for help (these conversations can take place separately or together, according to the wishes of the persons concerned). The Confidential Advisers can support the board with this aftercare. There is also room here for those involved to evaluate the process.

The Difference Between Confidential Counselors & Board

Confidential Counselors

If you need a listening ear or someone to talk to after an unpleasant experience, you can contact the confidential advisors. The confidential advisors are obliged to treat confidential information confidentially, so your case remains completely anonymous if you wish. However, the confidential advisors may want to inform the board of a situation, for example, if it is so serious that sanctions must be involved. This must be done in consultation with you; nothing will be shared without your consent. You can of course also approach the board yourself with the help of the confidential advisors, or ask the confidential advisors to report this to the board if you like.

The confidential advisers can be reached at vertrouwenspersonen@asvgay.nl. The confidential advisers can also be reached via their individual A.S.V. Gay mail address if you would like to (not) speak to a specific confidential adviser.

Board

The biggest difference between the board and the confidential advisers is that the board can impose sanctions as a result of undesirable behavior. However, you do not have to be looking for punishment for undesirable behavior to report something to the board. You can also report inappropriate behavior if you simply want to inform the board. It is therefore also possible to report situations in which you are not (directly) involved or are experiencing problems.

The board can be reached at bestuur@asvgay.nl, and of course, you can always approach individual board members. The email addresses of all board members are as follows:

voorzitter@asvgay.nl

secretaris@asvgay.nl

penningmeester@asvgay.nl

intern@asvgay.nl

extern@asvgay.nl

pr@asvgay.nl

6. What you can do as a Bystander: 5D Bystander Intervention

Transgressive behavior often takes place in public spaces, such as public transport, on the street, in the gym, in a shop, or in a club or cafe. This paragraph discusses the five ways in which you, as a bystander, can help immediately if you see transgressive behavior happening. This Bystander Intervention consists of the 5 D's: Distract, Delegate, Document, Delay, and Direct.

District: Distraction is a subtle and easy way to immediately stop unwanted behavior. You ensure that contact between the "attacker" and the "victim" is broken by ignoring the person who is acting inappropriately and entering into a conversation with the person who is being harassed. This conversation can be about something completely unrelated, such as planning a dinner party, where the person got their shirt from, etc. So you focus only on the person who is being harassed.

Delegate: To delegate, a third person must be present, for example the person next to you or a person with more authority (for example a bartender/security guard of a club or the bus driver). In this situation you ask the person to help you. It is important that you clearly describe what is going on and what you need help with.



Document: This is literally documenting the event that takes place. As a result, the person being harassed has proof of the transgressive behavior, for example for a report or for the police. It is important to comply with the privacy law: filming in public is only allowed for personal use and you may not share it on social media. For this reason, it is often wiser to document it using notes. In addition, it is important to always check with the victim whether it is okay to share your photos, videos, or notes with third parties such as the police.

Delay: In situations where it is impossible to intervene as a bystander at the time of the incident, it is always wise to check afterwards with the person how they are doing. Think of asking if the person is okay, and if help is needed (victim support or the police).

Direct: With direct intervention you react immediately to the transgressive behavior of the "attacker". Keep it short and concise, and don't argue. For example: "this behavior is inappropriate, leave her/him/them alone". After the direct intervention, turn your attention to the person who is being harassed and see how they are doing and if you can help further.

Note: this intervention is the most risky of the five, as the attacker can also express his behavior on a bystander, which further escalates the situation. Therefore, make sure that you always make an assessment in advance about the safety of yourself and the person being harassed.

7. Where Can You Get Help?

General

Police

<https://www.politie.nl/>

Emergency number: 112

Not an emergency: 0900 8844

Victim Support

<https://www.slachtofferhulp.nl/>

Hotline: 0900-0101

Sexual violence

Center for Sexual Violence

<https://centrumseksueelgeweld.nl>

Hotline: 0800-0188

Our Bodies Our Voice Foundation

<https://www.ourbodies-ourvoice.com/resources>



Mental health and suicide prevention

Alles Oké? Support line

<https://www.allesoke.nl/>

Hotline: 0800-0450

113 Suicide prevention

<https://www.113.nl/>

Hotline: 0800-0113

Domestic violence

Veilig Thuis (Safe Home)

<https://veiligthuis.nl/>

Hotline: 0800-2000

Addiction

Jellinek

<https://www.jellinek.nl/>

Educational institutions

University of Amsterdam

<https://www.uva.nl/en/about-the-uva/about-the-university/social-safety/social-safety.html>

Vrije Universiteit

<https://vu.nl/nl/over-de-vu/meer-over/social-veiligheid>

Amsterdam University of Applied Sciences

<https://www.hva.nl/praktisch/externen/hva-breed/communicatie/sociale-veiligheid/sociale-veiligheid.html?origin=7E4G3Tm2QISKIXCAkuNjhg>