
Policy on Undesirable Behavior

The purpose of this document is to inform members about the actions they can take against undesirable behavior, as well as how the board will act in such cases.

Actions members can take in case of undesirable behavior

We want to make sure we create a safe environment for all our members. Therefore, it's important that members know who they can contact about situation or a member that makes them feel uncomfortable or unsafe.

The FMF has three confidential advisors that members can contact if they're at the receiving end of undesirable behavior. The contact information of these confidential advisors can be found on the FMF website: <https://www.fmf.nl/vereniging/confidential>.

If the member wants the board to take action against the situation, they can ask for the situation to be shared with the board. However, it's the member's choice whether they would like to keep the conversation private or share it with the board.

Of course, members might not want to share sensitive topics with fellow students and prefer talking to someone else from the university. For such situations, the university has confidential advisors as well. More information can be found about them on: <https://www.rug.nl/staff/departments/10087>.

Members can also contact Academic Advisors in such situations:
<https://www.rug.nl/fse/education/sse/academic-advisors>

Actions the board will take in case of undesirable behavior

The safety and comfort of the members is of utmost importance for the board and any form of harassment is intolerable. Any allegation of actions resulting in an unsafe environment for members, e.g. sexual harassment, stalking or hate speech will be taken seriously. The membership of anyone found to have partaken in such behavior will immediately be terminated.