

Code of Conduct

MSV Incognito

Introduction

Purpose of The Code of Conduct

This code of conduct is written so that members of MSV Incognito and non-members feel safe at our events. It also outlines the norms of expected behavior at any event that this study association sponsors. In the case that unwanted behaviour occurs, this protocol will ensure that there is a formal structure in place so that such cases can be properly handled and prevent a situation in which this organization functions outside of university regulations and expectations. This code is also meant to guide the board in terms of how to resolve incidents where unwanted behavior occurs.

Relationship of Code of Conduct to Maastricht University Regulations

This code of conduct is meant to clarify for both participants of our events and members of our association what is expected in terms of behavior towards other participants at our sponsored events or members of our association. It is not the intention of MSV Incognito to hinder or supplant regulations that are currently in place at Maastricht University that detail expected behavior. Rather this is to ensure that the operation of this student association is in line with the existing university regulations and code of conduct. Every provision of Maastricht University's code of conduct is not listed in this document, but it is expected that students and other participants of our events as well as visitors are aware of existing regulations which relate to appropriate behaviors at Maastricht University.

Status and Scope of this Code of Conduct

This code of conduct has been adopted by the 26th Board of Incognito, and it is expected to continue to apply to the members of Incognito and other non-member participants of any current or future events that we sponsor or co-sponsor. Every member of Incognito as well as guest and attendees to any events that we sponsor or co-sponsor is expected to behave according to this code of conduct. This document shall be brought to the attention of any attendees to our events and will be posted on the website in complete and abbreviated form so that the relevant parties can access it without hinderance.

Expected Behavior

The following sections explain the behavior that we as an organization expect our members to display. In general, members are expected to behave in a civil and respectful manner to all members of Incognito as well as any non-members who may be participating in our events and/or platforms. This is to ensure that our members and non-member participants feel safe and supported at our events and on our communication platforms.

Participation on Social Media Platforms

Wherever MSV Incognito hosts a platform on social media for the purpose of engaging students and/or third-parties who are not members of MSV Incognito, it is expected that participants on these platforms engage in behavior that facilitates civil conversation. The aim of these rules is to prevent undesirable outcomes from the usage of social media.

When engaging with others on social media platforms, the rules of social etiquette still apply. Respect those that you are communicating with and do not make remarks that are offensive or aggressive. Attempts to foment unrest both within and outside of the platform, promote or engage in harassment and/or discriminatory behavior, encourage violent acts, or other

intimidating behaviors are not allowed on our platforms. Criminal activity will also not be tolerated on any social media platforms hosted by MSV Incognito.

Those that wish to report a participant for such acts can contact the moderator of the platform (and if they wish, they could also contact the board directly). In either case, the Board will hear the complaint and the appropriate action will be taken.

Participation at Incognito Events

At all of our events, we aim to encourage a fun and festive atmosphere. All participants (members and non-members alike) are expected to behave in a civil and respectful manner where the rights of everyone is respected. Thus, the following behaviors are not allowed at our events:

- Intentional destruction of property
- Harassment
- Violent acts
- Criminal behavior
- Disruption of public order
- Discriminatory behavior
- Intimidating behavior

If these behaviors do occur, the complaint can be taken to the person in charge of the event (and if the complainant wishes also to the Board directly). In either case, the Board will be notified of this complaint. This list of prohibited behaviors is not extensive, and any behaviors that a member or non-member may feel uncomfortable with could also be reported to the board or the person in charge of the event so that the situation would be resolved appropriately.

Reporting Mechanism

For members and non-members who wish to lodge a complaint, they should file the complaint with the person in charge of the event. The person in charge of the event will assess the situation regarding the complaint. If criminal conduct has taken place, the police will be called. Regardless if the police needed to be informed of the incident, it will then be reported to the Board within 24-hours. The individual filing the complaint is also free to inform the Board as well.

Once the complaint has reached the Board, at least two representatives from the Board will meet with the parties involved. These two representatives will present the case to the rest of the Board, and the Board will decide on an appropriate action to remedy the situation and determine whether a GA needs to be called regarding the situation. In the case that the complaint necessitates calling a general assembly, the anonymity of all parties will be respected and no personally identifying information will be relayed to the general body except for those members designated as Heads of Committees or Board members. Regardless of the decision of the Board, the parties involved will be directed to Maastricht University's Confidential Advisor to resolve the situation or to find a long-term workable solution to prevent such behavior in the future.

Blacklist

For members and non-members who have been found in severe violation of the Code of Conduct, their names as well as a short description of their actions will be recorded on a blacklist. This list serves as a means to ensure that these individuals are no longer granted access to Incognito events nor can participate in any MSV Incognito groups on social media platforms.