



Code of Conduct

Study Association Metis

Version 1

02-06-2022

Introduction

Metis is the official study association of the Bachelor's program Philosophy, Politics, and Economics at Utrecht University. As such, we make it our utmost priority to maintain and uphold the well-being of our community. In this document, you will find a collection of the core values and principles that define Metis as an association built for the students that comprise it. We expect our members to hold themselves and each other to these values during all Metis events, meetings, and environments.

Any member of Metis hereby agrees to respect and uphold these values. Any member who is found to have violated this Code of Conduct shall be held accountable, in accordance with the Metis Bylaws and standing rules, to the appropriate consequences.

A further goal of this code is that it is updated every year by the Metis Board through a collective session with input from the Metis members as well as community initiatives such as the Consent Project. If you want more information about the Code of Conduct or would like to report an abuse of these values, please never hesitate to contact the Senate (senate@metisppe.nl) or the President of the association (president@metisppe.nl).

- Alejandro del Valle Louw, 3rd President of Metis

I. Our Values

a. Maintaining a safe, respectful, and healthy community.

Metis is nothing without our members, and our members constitute a wider community, which we strive to make as *safe, respectful, caring, and healthy* as possible. This means that any form of physical, sexual, or verbal harassment is not tolerated. We care that all those involved in Metis strive to be mindful not to participate in discrimination of any kind. To build a community of respect means to respect the culture, political opinions, religious beliefs, and any personal boundaries set by an individual. Metis is and always has been a proudly diverse association. Diverse in ideas, passions, beliefs, gender identities, sexualities, race, and much more. Every member of Metis deserves to feel respected and supported by all members of the association and to be a part of a safe and healthy community.

b. Transparency

Metis is a democratic association that always acts with the members' best interests in mind. This is why it is so important that everything the association does is open to its members. The Metis Board and the Metis Committees must remain transparent in financial aspects and the inner workings and decision-making processes of the General Assemblies. All important documents should be available for any Metis member to view at any time, and any information regarding decisions made at the GAs must be made available. In general, the Metis Board and its committees must make their operations as transparent to the Metis Members as is reasonable.

c. Accountability

The reason that transparency is so important is that the Metis Board and its committees can always be held accountable for their actions. We strive to create a culture of feedback and accountability. Everyone in the association must be held accountable for their actions to ensure the problem is solved and does not happen again. Within this culture of accountability, there is also a culture of forgiveness and understanding. We are all humans, and nobody is perfect. We understand this when holding members accountable.

d. Accessibility

Furthermore, it is vitally important that Metis maintains, in all aspects of our work, the value of *accessibility*. We also want every part of the association to be accessible to every member possible. This includes making sure all events are accessible to those with disabilities, are held in English as far as possible to be accessible to International students, and most importantly, to create a space in which all members of the association feel comfortable attending our events. Metis aims to be as accessible as possible to a wide range of interests by having a diverse array of events.

II. Code of Conduct Procedures

a. Reassessment

As we are a young association, it is important that we constantly reassess and improve this document as the years go by to ensure that the values reflect the community. For this reason, the Metis board will host "input sessions" every year for

the first three years after this document has been formalised (2022 -2025). After this period, the Board can decide to maintain this regularity or change it depending on circumstances. The input sessions will allow Metis members to reflect on the Code of Conduct and improve upon it.

b. Transgressions

The Board understands that many of the topics discussed in this document are sensitive and difficult to talk about for many members. To ensure that all transgressions are taken seriously and handled appropriately, the Board will select 2 Metis “confidants” who will receive professional training funded by the association. They will be available for any member to come to and report a violation of this Code of Conduct or any other incident that created discomfort. The Confidants, in partnership with the reporter, will decide upon the best course of action to take. If they choose to come to the Metis Board with the case, the offender will be held accountable in accordance with the Metis Bylaws and Standing Rules.