



## Code of Conduct SV Euphorion

The Code of Conduct is an outline of the rules that SV Euphorion considers necessary for the well-being and safety of its members. These rules apply to all members of SV Euphorion and during all SV Euphorion activities.

### Procedure

Every SV Euphorion member is expected to behave according to the code of conduct. Any member who violates these rules will receive a warning by email from the confidential advisor. If the majority of the board or the confidential advisor consider this person a threat to any SV Euphorion members, they can immediately exclude them from any future activities. In such cases, the board will evaluate the situation and decide whether the transgressor can remain a part of SV Euphorion. They will base this on the nature of the violation and whether this person remains a threat to anyone. When deemed necessary, the board has the full authority to remove any member on the aforementioned grounds. Anyone who is removed has one month the time to object to this decision by email. The board will then reconsider its decision and give a written response within two weeks. Anyone who disregards a warning by the confidential advisor and continues behaving in conflict with the code of conduct will immediately be removed from SV Euphorion as well. The same rules of objection apply to these cases.

Anyone who is removed from SV Euphorion on grounds of violating the code of conduct can no longer become a member in the future. They are also no longer welcome at any SV Euphorion activity.

The code of conduct must be signed by every member of the board of SV Euphorion and the confidential advisor before the start of the academic year. Every member of SV Euphorion may propose changes to this code of conduct at any time. If necessary, a meeting with a board member or the confidential advisor will be arranged. The proposed changes will then be discussed at the subsequent General Assembly. The code of conduct can be changed during the academic year, but the new version will need to be voted in at a General Assembly and has to be signed again.

As Euphorion is a study association of Utrecht University, any regulation or restriction that is included in the Utrecht University code of conduct is also part of this code of conduct. The Utrecht University code of conduct can be accessed here: [https://www.uu.nl/sites/default/files/en\\_code\\_of\\_conduct\\_uu.pdf](https://www.uu.nl/sites/default/files/en_code_of_conduct_uu.pdf)

If a member is suspended from Utrecht University (due to any reason), they will also be automatically suspended from Euphorion. If they voluntarily choose to terminate their enrollment at Utrecht University, they may still remain a member of SV Euphorion.

## Rules

SV Euphorion has three core values on which these rules are based: respect, consent and responsibility. Every SV Euphorion member is expected to act on the basis of these values by following the rules stated below.

### Respect

Every SV Euphorion member is expected to behave in a respectful manner towards others, regardless of gender, cultural background, sexual preference, political allegiance or any other identity vectors.

The following types of behavior are considered disrespectful, and are therefore not tolerated within SV Euphorion:

1. *Discrimination*. This is understood as the act of denying someone's personal dignity by treating them on the basis of prejudice. Any form of discrimination, such as racism, sexism, ableism, transphobia, homophobia, or xenophobia, is unacceptable. Whether or not an expression is discriminating is determined by the person who is discriminated against or offended by the expression.
2. *Violence*. This is understood as the act of inflicting harm on anyone. Any form of verbal or physical violence will not be tolerated.
3. *Humiliation*. This is understood as the act of violating another person's dignity. Any form of bodily or verbal humiliation is strictly forbidden.
4. *Intimidation*. This is understood as the act of physically or verbally threatening someone in order to make them behave in a certain way. Any form of intimidation is unacceptable.
5. *Fandalism*. This is understood as the act of mistreating or destroying someone else's property. Any form ofandalism, either of public or private property, is not allowed.

### Consent

Every SV Euphorion member is expected to act on the basis of consent, meaning that everyone agrees to, and is comfortable with what is going on, may it be an activity, agreement or any other collaborative practice. The absence of 'no' never means 'yes'. Only 'yes' means 'yes'. Consent is always verbal and explicit.

The following types of behavior are considered non-consensual, and are therefore not tolerated within SV Euphorion:

1. *Peer Pressure*. This is understood as the act of pushing or forcing someone to do something they are not comfortable with. Any form of peer pressure will not be tolerated, may it be to consume alcohol or participate in any other activity.

2. *(Sexual) Harassment*. This is understood as the act of addressing or treating someone in a threatening, insulting, upsetting, sexist, inappropriate or any other ill-intending manner. Whether or not something is harassment is determined by the person who is being harassed.
3. *Sexual Misconduct*. This is understood as the act of behaving in a sexual way with someone without their full consent. All sexual misconduct is completely unacceptable.

## **Responsibility**

Every SV Euphorion member is expected to behave responsibly and in line with Dutch law. Any form of behavior that puts anyone in danger will not be tolerated.

The Following types of behavior are considered irresponsible, and are therefore not tolerated within SV Euphorion:

1. *Substance abuse*. This is understood as the act of taking either illegal substances, like certain drugs, or abusing legal substances, like alcohol. All illegal substances are prohibited at SV Euphorion activities. The unsafe use of legal substances is also not allowed. Examples of this are: driving under influence, unsupervised heavy drinking, leaving someone under the influence of alcohol behind, or any other unsafe way of using substances.
2. *Underage drinking*. This is understood as the act of drinking alcohol while being under the age of eighteen, or assisting anyone in doing this. Underage drinking will not be tolerated.
3. *Leaving someone in an unsafe environment*. This is understood as the act of abandoning someone while they are in an unsafe environment where it would possibly be harmful for them to be alone. This is especially important for study trips and parties, or other scenarios where someone is placed in an unknown and potentially dangerous situation. This is completely unacceptable. If you ever feel unsafe at any activity, please contact one of the board members and they will take measures.

We, the undersigned Members of Board XVII, hereby confirm that we have reviewed and approved the contents of SV Euphorion's Code of Conduct document. By signing below, we acknowledge our understanding and acceptance of the before stated codes.

| Name of Board Member | Position                               | Signature | Date       |
|----------------------|--|-----------|------------|
| Helena de Costa Issa | Chair                                  |           | 04/02/2026 |
| Photini Theophanous  | Secretary                              |           | 04/02/2026 |
| Ekaterina Gromova    | Treasurer                              |           | 04/02/2026 |
| Ester Wáclavová      | Commissioner<br>of Internal<br>Affairs |           | 04/02/2026 |