



# Uppsala Business and Economics Student Association Policy

## 1. Introduction

Uppsala Business and Economics Student Association's core values consist of four words: openness, camaraderie, respect and ambition. These words should permeate the association's activities and the actions of all members. The following policy document has been established to concretize what the association considers to be behavior that does not align with the association's core values and to ensure that such behavior leads to predetermined consequences. This is to ensure that everyone feels welcome in the association and that no one feels mistreated by being part of the association.

This policy applies to all the association's members and everyone who participates in the association's activities.

This policy document is divided into three sections:

- Behavior Policy
- Equality Policy
- Alcohol and drug policy

## Consequences

Breaking this policy leads to one or more consequences. Depending on which policy has been violated, the consequence may differ - this is specified in the chapters below. The consequences specified below are not necessarily consecutive; an action can lead to a person being immediately suspended or excluded, it depends on which policy has been violated and the severity of that violation.

However, it is important to clarify that a document of this type cannot be completely comprehensive and if situations arise that are not clearly stated in the sections below, it is up to the association's board to assess the seriousness and consequences of the situation on the basis of this document and with the help of the Swedish legislation.

Unacceptable behavior may lead to consequences for a member even if an incident occurs at events not organized by the association or events that are not directly linked to the association's activities.

The association's presidium is, on the mandate of the board, responsible for ensuring that this policy is applied in the association and is also responsible for taking action against a member who violates them, with the exception of excluding a member, as this is decided by the board. In the event that a member of the presidium would violate this policy, the board is responsible for applying the correct consequence. The appeal of decisions made by the presidium is made to the board.

- Noting
  - Member's actions are documented in a protocol that only the board has access to. The purpose of the noting is to serve as a basis for possible further action.
  
- Warning
  - Member is called to a meeting where he/she is informed that he/she has violated one of the association's policy and that a repetition will lead to suspension or exclusion.
  
- Temporary suspension
  - Member is suspended from participation in the association's events and / or all association's activities for a specified period of time, the length of which is determined by the presidium.
  
- Exclusion
  - Exclusion of member from the association. Decisions on exclusions are made by the Board.

### **Further consequences**

The four above-mentioned consequences are applicable in all cases when someone violates the association's policy. There are also some penalties that can be applied in specific cases and these are specified below.

- Police report
- Economic compensation
  
- In case of vandalism where property belonging to the association or associated party where the association is responsible, the member who caused the damage shall replace the association with the corresponding amount.

## **2. Behavior Policy**

As a member of the association, you are expected to act in accordance with the association's core values. The purpose of this policy is to clarify what exactly it means to follow the association's core values and what kind of behavior is considered unacceptable.

This behavior policy is deliberately comprehensive but not specific enough to serve as a comprehensive chapter to give all members a foundation to stand on when it comes to what is acceptable behavior. Subsequent chapters specify certain policies and can be seen as sub-chapters to this as it is a comprehensive but not specific chapter.

### **Fundamental principles**

All members should:

- behave in accordance with the core values of the Uppsala Business and Economics Student Association
- respect property belonging to the association and property belonging to the party where the association is responsible
- behave in a way that does not risk damaging the association's reputation
- respect each other's integrity

### **Consequences**

A member who violates the association's behavior policy by vandalizing or destroying property belonging to the association or related party where the association is responsible, will pay financial compensation to the affected party, be warned, suspended and / or excluded from the association.

A member who violates the association's policy will be warned, suspended or excluded from the association.

### **3. Equality Policy**

Uppsala Business and Economics Student Association should be an association for everyone, where everyone is treated equally and all activities are permeated by achieving an equal working climate. No type of discrimination, harassment or devaluation is acceptable within the association and there should always be continuous work in the association for people's equal value.

Equality within the association means that all people should have equal rights irrespective of, for example, gender affiliation, sexual orientation, ethnicity, disability, socio-economic background, political or religious views. Discrimination is both when a person is directly disadvantaged by being treated worse than others (or how others would be treated in a similar situation) and that a person is disadvantaged by applying a procedure that appears to be neutral but in practice is less favorable. Harassment means abusive behavior that infringes on the individual's integrity. What constitutes an offensive act should always be based on the victim's perspective.

#### **Fundamental principles**

Within the Uppsala Business and Economics Student Association:

- all activities should be permeated by an equal working climate
- all members are treated equally and with respect
- a purposeful effort to achieve equality in all different forms is conducted
- active work to remedy deficiencies identified by members of the association
- reports of discrimination or harassment are followed up and investigated as soon as possible
- harassment, discrimination or any type of devaluation are never accepted

No member should:

- discriminate anyone
- sexually harass anyone
- in other ways harass anyone
- in other ways behave in a way that makes another member feel uncomfortable or mistreated

#### **Consequences**

A member who violates the association's equality policy by discriminating or harassing someone will be suspended or excluded from the association.

#### **4. Alcohol and drug policy**

Alcohol is a part of the student life in Uppsala and occurs in certain parts of the association's activities. However, it is important that alcohol is never the center of attention at any of the association's events, whether it is a gasque, a company visit or a mingle. No one should feel that a will or unwillingness to consume alcohol is an obstacle for involvement in the association or participation in events. The association's events should be permeated by a healthy, responsible and mature attitude towards alcohol and a discussion on the issue should be conducted regularly within the association.

#### **Fundamental principles**

Within the Uppsala Business and Economics Association:

- drugs are not allowed
- alcohol should never be the center of attention
- no one should be urged to drink alcohol
- non-alcoholic alternatives should always be available
- there should be at least one responsible representative from the association that is sober during major events
- people who represent the association should never behave badly due to alcohol consumption

No member should:

- consume alcohol in the association's activities in a way that negatively affects his/her surrounding
- encourage someone to drink alcohol when the person does not want to

#### **Consequences**

A member who violates the association's alcohol policy will be warned, suspended or excluded from the association.