

# Kraket Code of Conduct

This document was last updated on September 9, 2024

Note: The English documents are only a translation. If there are any discrepancies between the versions, the Dutch version is the correct one. There can be no rights derived from the English translation of these documents.

## Code of Conduct

This Code of Conduct of Study Association Kraket has been drawn up because there has to be a safe and respectful atmosphere within Kraket and among its members. This code of conduct outlines conventions on how a member should behave during Kraket activities, towards other members, non-members, and in behaviors related to Kraket in any way.

This code of conduct will be divided into three categories: Respect, Integrity, and Openness.

## Respect

Without respect for one another, we as an association and as a society would get nowhere. It is an essential part of what we stand for as an association. Therefore, we strive to create an environment where every member feels respected and accepted. To achieve this, we expect each member to exhibit respectful behavior.

At Kraket, we define respectful behavior as:

- Members value each other's dignity.
- Members refrain from any physical or verbal violence towards others at all times.
- Members handle others' belongings with care and respect.
- Members will converse in English when there are non-Dutch speakers present.
- At formal activities or events involving companies, members will not only adhere to normal behavior rules but also act respectfully and presentably, representing the association in the best possible light.



## Integrity

In our association, it is important that our members possess intrinsic reliability, do not lie, and have no hidden agendas. It is expected that members act in a morally responsible manner and are aware of the responsibility that comes with their actions. As an association, we value each other's personal integrity.

At Kraket, we define integrity as:

- Members recognize the identity of others and treat differences with respect. Discrimination on grounds such as sexual orientation, belief, skin color, appearance, gender, political preference, physical or mental disabilities, (chronic) illness, and cultural and/or socioeconomic background will not be tolerated.
- Members respect each other's privacy and are expected never to violate it. For example, they will not create vulnerable imagery of a recognizable person without consent, nor share names or personal data without permission from the involved party.
- Members respect each other's boundaries and will never force others to cross those boundaries.
- Members will refrain from any form of unwanted behavior. Unwanted behavior refers to actions by members that others may experience as harmful, as they may damage their physical or mental integrity. Examples include (sexual) harassment and (cyber)bullying.

## Openness

Our members are expected to maintain an open attitude toward each other. This means that we not only maintain openness within the association but also project openness to the outside world. By openness, we also mean transparency toward each other and toward society.

At Kraket, we define open behavior as:

- Members have a friendly and helpful attitude toward other members.
- Members address unwanted behavior, for instance by intervening and/or reporting it to the Board, the Supervisory Board, or a confidential social safety counselor.
- Members understand they are part of society and strive to make a positive contribution to it.
- Members of Committees, the Board, and the Supervisory Board are transparent about their working methods within the association.

Members will do their best to uphold these points and address others if they do not. Of course, the Board will also monitor this and can be asked to intervene if a member severely fails to adhere to this Code of Conduct.

## Contact Information

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