Introduction

WSG Paragon is an association where every member should feel welcome and at ease. Inappropriate behavior is not accepted within our association. This document is meant to show how people should behave as a member of Paragon. If there is a situation, associated with WSG Paragon, where a member of Paragon feels unsafe, then this person is urged to report this to the Confidential Contact Persons (CCPs) of our association or the board of WSG Paragon.
Everything will remain confidential and in consultation with the board and/or CCPs. If the Dutch law is breached, the authorities will be notified, given that the victim provides permission to do so. How the CCP exactly handles information and how they act can be found in the Confidential Contact Persons Regulations of Paragon.

We expect all our members, in situations associated with Paragon, to not engage in or to encourage any inappropriate behavior. Examples of (sexually) inappropriate behavior are:

- Bullying
- Aggression (both physical and mentally)
- (Sexual) intimidation
- (Sexual) discrimination
- Homo- and transphobia
- Racism
- Abuse of power
- Sexism
- (Sexual) humiliation
- Forcing other to consume alcohol and/or drugs
- Cause property damage
- Theft of the association and/or members of the association
- Other offences not explicitly mentioned in conflict with the Dutch law.

Report of inappropriate behavior

If someone reports inappropriate behavior, the informed (committee) member should, with consent of the victim, inform the board or CCPs as soon as possible. When a CCP receives a report about inappropriate behavior, it will be discussed as soon as possible with the internus of the Board, in cooperation and only with consent with the victim. The board will, with consent of the victim, make appointments with all the involved parties (the victim, the accused and any witnesses). These conversations will be held with two board members: one of them chosen by the victim and one of them chosen by the board and a CCP. Afterwards, the board decides whether punishment will follow or not. The majority of the board has to be in favor of such a decision. When a board member receives a report of inappropriate behavior or witnesses it themselves, the victim will be separated from the activity by a board member, preferably by two people. The board members will check in with the victim and the victim will get the opportunity to tell the story. Should the identity of the accused be known, the board members will explain to the accused that there was a report of inappropriate behavior regarding them. The accused can be asked, by the board, to tell their side of the story. Board and/or committee members have the right to remove people from activities and may do so once the accused has been found.

Should you fall victim to sexually inappropriate behavior or need to support a victim, consider contacting the “Centrum Seksueel Geweld”, which translates to “Centre for Sexual Violence”

(0800-0188). The "Centrum Seksueel Geweld" is a place where victims of rape or sexual assault can get help that they require. They are open 24 hours each day, for seven days a week. Everybody who is involved (the victim, the accused and any witnesses) in a matter could be directed to the confidants of the Wageningen University and Research (vpstudent@wur.nl).

The board and (Advice Committee)

When a board member is involved, any decision regarding the case will be treated as a situation described in article 20 of the Advisory Committee Regulations. In that case the matter will be handed over to the chairman of the Advisory Committee, if the victim gives permission. The chairman of the Advisory Committee will discuss the matter with fellow committee members that are present during the first scheduled meeting, that will be organized as soon as possible after the report. The Advisory Committee will make appointments with all the involved parties (the victim, the accused and any witnesses). These conversations will be held with two members of the Advisory Committee: one of them chosen by the victim and one of them chosen by the Advisory Committee. Afterwards, the Advisory Committee decides whether punishment will follow or not. The majority of the Advisory Committee, present at the meeting, has to be in favor of such a decision. When both a board member and a member of the Advisory Committee are involved with a report, then the procedure and the decision will be made by the Advisory Committee without these persons present. As a reminder, everybody who is involved in the matter (the victim, the accused and any witnesses) can be directed to the confidants of Paragon, the CCPs. They can refer the victim, the accused or any witnesses to the right authorities.

Confidentially obligation

CCP's and the board of WSG Paragon have to be discrete with a report of inappropriate behavior. CCP's are only allowed to talk about the report with the persons who are involved in this matter or with the Commissioner Internal Affairs, if they have permission of the victim. The board is allowed to discuss the report amongst its board members, with approval of the victim.

Any documents given or created by the board regarding any matter in the Code of Conduct will follow the same procedure as described in article 6 of the Confidential Contact Persons regulations.

Consequences of inappropriate behavior

The board is aware of the current regulations and could impose sanctions to members that violate the regulations or can inform the right authorities, also when informed by the CCP's. Examples of sanctions, in line with our statutes, our internal regulation and the Dutch law, are mentioned below:

- An official warning
o First warning: the decision that has been made will be explained to the accused by email and the opportunity to have a conversation about it will be mentioned.
o Second warning: the decision that has been made will be explained to the accused by email and the opportunity to have a conversation about it will be mentioned. There also needs to be mentioned that this is the last warning.

- Requesting a compensation in case of property damage
o Damaging non-association property. This case is not in the interest of the association. The parties involved need to come to a solution themselves, or not through the association.

If a member of the association damages property of someone during an activity of the association, or during preparations for an activity that were not directly instructed by the board, the association is not responsible, unless other agreements have been made.

If the association receives a fine or compensation request, this will be forwarded to the accused.
o Damaging association property. The accused is asked to compensate for the costs of the damaged goods of the association. When the name of the association is damaged, the accused needs to make a statement in which the name of the association will be cleared.

- Suspension of the association
o A suspension needs to be in line with the statutes. A suspension could be warranted after a most serious incident of inappropriate behavior, or after two official warnings.

- Informing authorities
o If the Dutch law is violated, for example in the case of theft, the right authorities will be informed.

Final statement

The board, together with the CCP's, decides to act on the statutes, the internal regulations and Dutch law in all cases; even in cases not included in the code of conduct.

Wageningen, 24 February 2025

Olrik Eijffius (Chairman)

Anna Boon (Secretary)

Sanne van Zeijl (Treasurer)

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