

# Code of Conduct

Study Association T.W.I.S.T. Leiden – June 9th 2026

## Introduction

It is important for the study association T.W.I.S.T. that its members feel safe when interacting with other members of the association, both offline and online, during activities or not. This applies to mental, social and physical safety. The goal of this code of conduct is to set expectations and boundaries for the acceptable behaviour within the association, so that an inclusive, open and respectful atmosphere is maintained, as per article 15 of the Internal Regulations.

The code of conduct applies to all members of the association, including board members and committee members, as well as volunteers and participants of activities who are not members of the association.

## Definitions

Term	Definition
<b>Discrimination</b>	Drawing unjustified distinctions, issuing insults to, ignoring, or performing violent acts against members based on religion, worldview, political opinions, race, sex, gender identity, sexual orientation, nationality, civil status, age, disability, chronic illness, or on any other basis whatsoever.
<b>Harassment</b>	Any form of verbal, non-verbal or physical behaviour that has the object or effect of impacting a person's dignity, negatively affecting study performance or creating an unsafe social situation.
<b>Aggression</b>	Harassing, threatening or attacking a person using psychological, physical or verbal means.

## Social (mis)conduct (including online)

- Members should treat each other with respect and allow each other to express their perspectives and beliefs, both in person and online, as long as it is not discriminatory.
- Discrimination, harassment and aggression against others are not tolerated.
- Members should treat each other's diverse ethnic and religious backgrounds, political views, gender expression and neurodivergence with respect.

- The default language of communication in the association is English. Members should consider switching to English if there are other members around, in order to give them the opportunity to join the conversation.
- In online discussions, memes or emojis expressing negative preconceptions about specific groups should be avoided.

## Sexual (mis)conduct (including online)

- Any and all physical contact unwanted by the person being touched is not acceptable. No means no.
- Any form of verbal or non-verbal behaviour and communication of a sexual nature is prohibited if it is unwished for, unreasonable or otherwise offensive to the recipient.

## Alcohol and drugs

- Alcohol consumption during activities held in the university buildings is not allowed. Alcohol consumption at other events, such as parties or borrels, should be moderated.
- Consumption of other non-medicinal drugs is not allowed during any activities.
- Do not arrive at any activities while under the influence of alcohol or non-medicinal drugs. Parties may be exempted: as long as the use is moderated, this does not lead to breach of this code of conduct.

## What to do if something goes wrong?

If you feel uncomfortable with someone's behaviour, a good first step is to talk to that person about their behaviour, if you feel safe doing that.

You also always have the option to talk to any board member or contact them online. They can help you resolve the situation. If you don't feel safe talking to the other person and in more serious situations, this is the recommended course of action. This is the recommended course of action if you don't feel safe talking to the person in question and in more serious situations.

You also have the option of contacting a Confidential Contact Person (CCP), who is independent of the board of TWIST. The current list of Confidential Contact Persons is available on the website of TWIST: <https://studieverenigingtwist.nl/contact-us/>.

Potential consequences of code of conduct violations include warnings or temporary suspension of membership up to half a year, to be administered by the board in accordance with article 5 of the Statutes, or disqualification of membership from the study association in accordance with article 6.4 of the Statutes.