

Social safety plan

Introduction

As the board, we want to make sure that everyone in this association feels safe and at home. We want to make sure that our members want to be part of F.C. Sophia for a long time, therefore we would like to lay down principles for ensuring social safety is a main priority for the current board and all the upcoming boards.

1. Principles of Social Safety

- **No drugs**

F.C.Sophia does not tolerate drug use of any kind at our activities. This includes soft and hard drugs but excludes alcohol, caffeine, nicotine and medication if used as intended.

- **Sexual harassment**

F.C.Sophia does not tolerate any kind of sexual intimidation. Consent should always be given explicitly and can always be revoked.

- **Responsible alcohol usage**

F.C.Sophia does not accept nor promote the excessive use of alcohol or in a forced manner at our events. We want to emphasise that everyone should enjoy themselves, and we don't want anyone to be a nuisance to others.

- **No discrimination**

F.C. Sophia does not tolerate any kind of discrimination. The unfair or harmful treatment of a group of individuals based on a certain trait is known as discrimination. Race, financial status, sexual orientation, gender identity or expression, religion, skin colour, way of life, and so on are examples of factors that might be used to discriminate. This also incorporates the phrase "microaggressions," which refers to unfriendly, or stigmatising actions or remarks directed towards marginalised groups.

- **Inclusivity**

We want all of our members to feel included.

- **International Friendly**

We want to make sure that all international members feel welcome. Therefore, we will make sure that communication between the board and members will remain both in English and Dutch and our association documents will also be translated into English.

- **No misuse of power**

F.C.Sophia wants to be a transparent association. We do not want there to be any unjust power structures or hierarchies. Therefore, the board should create moments of feedback, where members can directly share their opinions with the board.

- **Trust-contact people**

F.C.Sophia will have two trust-contact people, one from PPS and one from Philosophy. Besides that two board members will also do the training to be better equipped to handle situations. The two trust-contact people will also advise the board on social safety.

- **Bullying**

F.C. Sophia does not tolerate any type of bullying. Jokes or comments that may not appear harmful to the person saying them may still harm those to whom they were said.

- **Peer pressure**

F.C. Sophia does not tolerate any kind of peer pressure. No means no.

- **Take care and look out for each other**

F.C.Sophia encourages everyone to look after each other during our activities and outside of that. We will make sure that at every activity there is at least one sober person from the Board OR a designated committee member. **Sober is defined here as the legal driving limit (0,5 promille alcohol in your blood, or about two glasses of alcohol).**

2. How to enforce those rules?

At F.C. Sophia, we treat each other in a respectful and equal manner.

- If we receive a complaint about a member or observe unwanted behaviour, depending on the nature of the behaviour, the board will approach that member, a warning will be given, and the person may be suspended for up to a month.
- If the unwanted behaviour continues after that, the board will discuss it in a closed meeting, then a meeting with the accused will be set up, and they may face more consequences.
- Depending on the nature of the behaviour, these consequences may vary from a short-term suspension to the revoking of their F.C. Sophia membership.

3. How the board should act concerning social safety

- The Board, at least one member, will be present at activities, both watching out for members on our own and also so that members can come to us if they feel unsafe or if something has happened. In this, the principles and rules of social safety will function as guidelines.
- The Board (member(s)) will help them and come up with a solution that works at that time. This can for example be consoling, being a listening ear or seeing if they can talk to both the parties involved.
- The board (member(s)) will intervene appropriately if the situation requires immediate action.

- In case of emergencies, such as violence, sexual intimidation, or health concerns, the board member present will help.
- Adding to this the board (member(s)) will see to it that the member gets the help required for a feeling of social safety. This includes keeping in touch with the members and leading them to the right channels for appropriate help.
- The Board will make sure that members agree to the principles and rules of social safety and that these will be upheld, both by watching out for behaviour that does not fit within these principles and rules and by informing members of the principles and rules of social safety.
- The trust-contact people, the Senate Of Advice and the coordinators will keep the board in check. The coordinators can call for a GMA, if they deem fit, to hold the board responsible. If a complaint is received concerning any of the board members, the board will NOT decide on the correct consequences. Instead, the Senate Of Advice, the trust-contact people and the board coordinators will decide together what the appropriate actions will be.
- Members can disagree with all board decisions, the final decision is always with the GMA.

4. Contact information

F.C.Sophia: f.c.sophia@gmail.com

Trust-contact people: F.C.Sophia will have two trust-contact people, one from PPS and one from philosophy. They will also have an overview of all the contact information, so they can guide people to the right platforms. These two people cannot be members of the current board. The GMA will have to approve potential new trust-contact people.

Emergency number on campus: +31 24 365 55 55

Call the number below immediately in case of emergencies such as fire, an accident/emergency, threatening and unsafe situations or an incident involving hazardous substances taking place on campus.

Confidential advisers: vertrouwenspersonen@ru.nl

Contact a confidential adviser if you have been exposed to undesirable behaviour or if you suspect that you are being subjected to undesirable behaviour online or offline. Examples of undesirable forms of behaviour are:

- Harassment
- Sexual intimidation
- Bullying
- Discrimination
- Aggression

The definition of 'undesirable' is subjective. It is always up to the victim to determine what is undesirable.