

# Code of Conduct - Thalia



## 1. Purpose

Thalia is committed to creating a safe, inclusive, supportive, and empowering environment for all its Participants\*. This Code of Conduct outlines our shared values, expectations, and commitments to foster a space of respect, equity, and intersectionality.

\*Participants of Thalia are defined as members of committees, participants of activities and members of the Thalia interest Whatsapp group.

## 2. Values and Principles

As stated in our Guiding document, Thalia's main mission is:

Creating a feminist community to learn about gender equity and work towards achieving this within the Wageningen University Community.

From that main mission, three separate objectives are drawn:

1. Creating a safe, supportive, inclusive and fun feminist community
2. Organizing educational activities on topics related to (gender equity) feminism
3. Striving for gender equity within the Wageningen University Community

Therefore, the Participants of Thalia stand for:

- **Gender Equity:** We strive for the fair treatment and representation of all genders by recognising that different genders have different needs and power due to historical and social inequalities. To address these imbalances, interventions should focus on identifying, acknowledging and meeting the specific needs to ensure fairness. Gender equity, as a process, aims to achieve gender equality as a goal. (Inspired by <https://uis.unesco.org/en/glossary-term/gender-equity> and [https://eige.europa.eu/publications-resources/thesaurus/terms/1262?language\\_content\\_entity=en](https://eige.europa.eu/publications-resources/thesaurus/terms/1262?language_content_entity=en))
- **Intersectionality:** We recognize that gender issues are intertwined with race, class, ability, sexuality, and other forms of identity and oppression. We are committed to advocating for marginalized groups and opposing all forms of discrimination.
- **Solidarity:** We believe in supporting each other and building strong, empathetic relationships among our Participants of Thalia and allies.
- **Inclusivity:** We welcome individuals from diverse backgrounds, identities, and perspectives. We actively work to create an environment where everyone feels valued and heard.
- **Respect:** We promote respect for each other's opinions, experiences, and boundaries. Constructive dialogue and criticism are essential, but it must be done with kindness and care. To treat someone with respect it is also needed to use their preferred pronouns.

- **Open-mindedness:** We embrace diverse perspectives and encourage curiosity, learning, and growth. We commit to being open to new ideas and constructive feedback, recognizing that understanding different viewpoints enriches our collective knowledge and fosters inclusivity.

### 3. Expected Behavior

To ensure a respectful and safe environment for all, we expect Participants of Thalia to:

- Treat others with **dignity, kindness, and respect**, regardless of gender, race, sexual orientation, socioeconomic status, disability, or other identities.
- **Listen** actively and engage in discussions that are open-minded and free from hostility or personal attacks.
- **Respect boundaries:** Physical, emotional, and personal boundaries must be honored. No form of harassment, intimidation, or coercion will be tolerated.
- **Use inclusive language:** Avoid using language that reinforces stereotypes, marginalizes people, or diminishes anyone's experiences.
- **Speak up:** If you witness or experience any form of discrimination, harassment, or misconduct, it is encouraged to report it to ensure a safe environment for all.

### 4. Unacceptable Behavior

The following behaviors are strictly prohibited in Thalia-Related Acts\*:

- **Harassment:** This includes unwanted or inappropriate (physical) contact, advances, or any verbal, non-verbal, or digital communication that creates a hostile environment.
- **Discrimination:** Any act of exclusion or mistreatment, for example based on race, gender identity, sexual orientation, ability, religion, age, or other protected characteristics.
- **Hate Speech:** Any form of communication that belittles or attacks a person or group based on their identity or personal characteristics.
- **Bullying or Intimidation:** Any attempt to demean or coerce others through aggression, manipulation, or threats.
- **Violence:** Any form of physical violence, threats of violence, or acts of aggression.

\*Thalia-Related Acts are defined as participating in any activities organized by Thalia, contributing to a committee of Thalia and interacting within the Thalia social media (Instagram and Whatsapp). For any concern outside of Thalia-Related Acts from a participant of Thalia, the board is willing and open to have a conversation about it.

### 5. Reporting Misconduct

If you experience or witness behavior that violates this Code of Conduct:

- If possible, report it immediately to a member of the Thalia board.

- Reports will be handled with confidentiality and the safety and comfort of the affected individuals will be prioritized.
- Retaliation against individuals who report violations is prohibited.

## 6. Consequences of Misconduct

Participants of Thalia found to have violated the Code of Conduct may face disciplinary actions, including but not limited to:

1. Verbal and/or written warnings
2. Temporary suspension of the Thalia interest Whatsapp group and/or temporary blocking of the Instagram account
3. Permanent removal from the Thalia interest Whatsapp group and/or permanent blocking of the Instagram account
4. Ban from events or activities

Disciplinary actions will be decided by the board of Thalia, ensuring fairness and due process.

## 7. Commitment to Growth

This Code of Conduct is a living document. We are committed to regularly reviewing and updating it to reflect our evolving understanding of inclusivity, equity, and feminist values. Feedback and suggestions are always welcome.

## 8. Conclusion

As Participants of Thalia, we are committed to upholding this Code of Conduct and actively contributing to a safe, supportive, respectful, and inclusive community.