



SEXUAL HARASSMENT POLICY

Sexual harassment is not tolerated within Study Association Clio and will be taken seriously as well as dealt with accordingly. You can always turn to the Support Committee and the Trust and Complaint Committee, which are completely confidential. You can also reach out to the members of the Clio Board for further help.

What is sexual harassment?

Sexual harassment is a form of gender-based discrimination which entails sexual verbal or physical behaviour that is unwelcome and can be direct or indirect. Examples of sexual harassment may include:

- non-consensual touching of someone with or without them having stated their discontent
- engaging or threatening action after the refusal of sexual advance
- making vulgar and/or sexual comments about an individual's appearance, body and/or style
- conditioning opportunities on sexual favours, displaying pornographic images, cartoons, graffiti, or any other kind of graphic arts on computers, emails, mobile phones, etc.
- distributing pornographic or nude images of someone without their explicit consent
- making sexist remarks or depreciative gender-based comments
- substance spiking refers to the act of intentionally adding drugs or any foreign substances to someone's drink without their knowledge or consent; there can also be cases of needle spiking

Who can be a victim of sexual harassment?

A victim of sexual harassment can be of any sex, gender identity, or sexual orientation and does not necessarily have to be of the opposite sex. Furthermore, the victim does not need to be the person harassed but can also be a person who is affected by the offensive conduct.

Who can be a sexual harasser?

A sexual harasser can be of any sex, gender identity, or sexual orientation, and does not need to be of the opposite sex.



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What can a sexual harassment victim do?

The victim should, if possible and able to, directly inform the harasser that their conduct is unwelcome, inappropriate and that the harasser must stop immediately. The victim can always turn to the Support Committee and the Trust and Complaint Committee, which are completely confidential as well as to the members of the Clio Board. All information shared with these parties will remain discrete and will under no circumstances be shared with others.

Spiking

Clio maintains a zero-tolerance stance towards substance spiking. Any member found guilty of engaging in such activities will face severe consequences, including but not limited to suspension or expulsion from the Association.

Members are encouraged to practice responsible drinking and to be aware of their surroundings. The Association will look into organising events that emphasize the importance of moderate alcohol consumption and the significance of looking out for fellow members. For more information look into our alcohol policy.

The Study Association will implement security measures at events to minimise the risk of substance spiking. This includes having professional security personnel at our bigger parties.

In cases where substance spiking is suspected or reported, the association will fully cooperate with law enforcement agencies and other relevant authorities. This includes providing necessary information and support for any investigation.

We strive to establish a confidential reporting mechanism for members who suspect or experience substance spiking. The Association will ensure that individuals who come forward with information are protected from retaliation and that their concerns are taken seriously and addressed promptly.

YOU CAN ALSO REACH OUT TO

Sexual Awareness Centre: 0800 0188 or <https://centrumseksueelgeweld.nl/csg-en/>