

Protocol transgressive behaviour within student organisations

Transgressive behaviour

Transgressive behaviour:

- Violence (physical, verbal, psychological)
- sexual transgressive behaviour
- racism and discrimination
- ...

Within the context of student life and student organisations. (Member of a student organisation, between members, associated with activities of a student organisation...)

Report

A report about a member of a student organisation can be made to:

- 1) The trusted person of a student organisation or the VUB reporting centre.
- 2) The (core)board.
- 3) The central trusted person of BSGgtgv

Preferably, this order is followed, but the reporter has a free choice of where to report.

After a report is done, following steps are possible:

- Meeting with the reporter
At this meeting, the time will be taken to listen to the reporter's story and its further expectations. Information will be given about possible support inside and outside the VUB (psychologist, VUB Reporting Centre, police, Brussels Care Centre after Sexual Violence...). The reporter decides about further steps.
- Separate meeting with the person about whom the report is made
There can be a meeting with the person about whom the report is made. The student has then the possibility to talk about the incident. This is only possible with the reporter's permission.
If later decisions will be made about this person's role or membership in the student organisation, at least one meeting should have taken place to hear this person's story.
- Joint meeting between reporter and reported person
If all involved parties agree, a mediating meeting can be organised. Preferably, this takes place under guidance of the VUB reporting centre, which will manage this meeting.
- Inform (core)board
With a view to further steps within the student organisation and only with the reporter's permission, the chair and/ or (core)board of student organisation may be informed of the report. The trusted person retains the duty of discretion and the (core) board also handles this information confidentially.
- Refer
If the meeting reveals that the report concerns (possible) criminal offences or other serious facts, the trusted person or the (core)board informs about the possible further steps inside and outside the VUB, such as VUB Reporting Centre, disciplinary procedure, police, Brussels Care Centre after Sexual Violence, etc.

Consequence within the student organisation

After that the (core)board is informed about the report and all involved parties have been heard by the trusted person of the student organisation, the decisions mentioned below are possible. The trusted person is involved in this procedure and has an advisory role.

1) Preventive inactivity:

At the stage of the meetings with involved parties and possible consultation with the board of another student organisation. The inactivity may be for a maximum of one semester, extendable to one academic year or if there is a final decision in disciplinary procedure.

2) Without consequences

No further action will be taken on the report.

3) Suspension

Suspension may be for a maximum of one semester, extendable to one academic year or if there is a final decision in disciplinary procedure.

4) Removal

Removal from board and/ or from student organisation

The way of decision, as well as the minimum time limits in case of preventive inactivity and suspension, are determined in accordance with the statutes of the student organization. If the reported person is member of several student organisations, each organization may take a decision (separately).

The student organisation will make a decision that is proportionate and consider possible recurrence. The (core)board can always consult VUB Reporting Centre and/ or Student Life Coordinator for advice.

Communication

Both the reported and the reported person are kept informed by the competent person(s) of the steps and decisions taken. If decisions are taken, they will be motivated by the core board and at least verbally.

If the decision has consequences for the entire student organisation, a general communication will be done within the organization. At this, facts are handled with discretion. The student organisation can always contact Student Information for communication advice.

Central trusted person

The central trusted person is the umbrella trusted person for all student organisations. The reporter in question will ideally go first to the trusted person or core board attached to student organization. If the situation is such that these are not suitable or require external help, the central trusted person can be contacted. The central confidant has a mediating role here.