

**CODE OF CONDUCT FOR THE STUDENT ASSOCIATION
AT HANKEN SCHOOL OF ECONOMICS IN VAASA
(NON-OFFICIAL TRANSLATION)**



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1. Introduction

The Code of Conduct sets out the fundamental principles and values of SSHV and our commitment to creating a safe, equal and harassment-free environment for all. It applies to all SSHV events, activities and situations where SSHV members interact with each other or with others.

When cooperating with other associations, SSHV takes their guidelines into account and expects everyone to treat each other with respect.

If you experience harassment within our community or wish to discuss these issues, you are always welcome to contact SSHV's Equality and Harassment Ombudsmen. Contact details can be found here: [Jämställdhet och trakasserier - SSHV](#).

2. Purpose

The purpose of the Code of Conduct is to contribute to safe and inclusive student union and association activities, prevent harassment and facilitate the handling of situations where it occurs. It also encourages SSHV members to act if they witness behavior that may lead to harassment or create discomfort for others.

Through this Code of Conduct, we put into practice the values and guidelines agreed by the SSHV community. It summarizes our principles and policies and sets clear guidelines for the behavior we expect from each other.

The Code of Conduct applies to all events organized by the SSHV, its sub-organizations and committees. It also highlights important themes and considerations that may be sensitive to others, which everyone should take into account when planning and participating in activities.

3. Why is it important for me?

It is important that all SSHV members act with respect. The Code of Conduct applies to all our activities, and whether you are a member, a participant in our events or a partner, you are expected to know and follow it.

In the event of a breach of the Code of Conduct, disciplinary action may be taken. These may include an official warning, suspension from SSHV student activities and societies, or curfew from the student associations premises. In case of illegal actions at SSHV events, the police will be notified.

4. How should I act?

The most important thing is to act with respect for both other people and your surroundings. If you are unsure about something, avoid jumping to conclusions - ask instead.

If you witness harassment or other inappropriate behavior, please notify the event organizer, the well-being coordinator or the Equality and Harassment Ombudsmen. By reporting such situations, we can deal with them constructively and work to prevent similar incidents in the future.

5. Application

This Code of Conduct applies to all SSHV members, employees, participants in SSHV events, partners and persons holding positions of trust within SSHV or its sub-organizations. The principles are to be followed in all interactions within the community, both on-site and remotely.

A person who violates the Code of Conduct or other SSHV rules may, in certain cases, be removed from his/her position within SSHV or its sub-organizations. All suspected violations are handled by the SSHV Equality and Harassment Ombudsmen, the Board, the General Assembly and/or other competent body, depending on the seriousness of the situation.

6. SSHV's common values

SSHV strives to promote equality at a comprehensive level. Everyone should be treated equally, even in situations not explicitly mentioned but comparable to the principles listed below. Where necessary, SSHV will act to ensure a fair and inclusive community.

Gender and sexual identity

In SSHV, gender and sexual identity should never be a determining factor in how someone is treated. No one should face negative consequences because of their gender, sexuality, gender identity or transition.

Age

At SSHV, all members, regardless of age, should have the opportunity to participate on equal terms in the activities and events of the student association as long as Finnish legislation allows. SSHV and its bodies organize events and activities in a diverse way to suit different age groups.

Faith and beliefs

Everyone in SSHV should have the right to practice their faith and beliefs without being subjected to derogatory or offensive comments. No one should have to hide their beliefs or feel obliged to defend them. All activities should be organized in a way that takes these issues into account.

Multiculturalism and ethnicity

SSHV welcomes and accepts people from all cultures and ethnicities. Every member should feel safe to be open about their background without having to hide or explain their cultural or ethnic identity. SSHV actively works to create an inclusive and respectful community.

Disabilities

SSHV strives to make its activities accessible to people with different disabilities. These can be physical, mental or neurological. Events and activities should be planned with inclusion in mind, and special needs should be taken into account in a proactive way to ensure the widest possible participation.

Members' integrity

All SSHV members should be able to balance their private life with their involvement in the student association without feeling pressured to share information they are not comfortable with. SSHV is committed to protecting the personal data of its members in accordance with GDPR and the association's internal policies and guidelines.

Socio-economic background and personal financial situation

No one in SSHV should be treated differently because of their socio-economic background or financial situation. The association works to counter stereotypes about economics and ensure that all members have the opportunity to participate in the activities, regardless of financial circumstances.

Language

SSHV wants everyone to feel welcome, regardless of their mother tongue. Language is used as a tool for inclusion and participation in the association's activities and decision-making. SSHV's official language is Swedish, but a large part of the activities are also available in English. Both national and international students are encouraged to use Swedish and English to strengthen community and social cohesion.

7. The Code of Conduct at events

Events are a central part of SSHV's activities and an important part of the Code of Conduct. These events strengthen the community, and SSHV strives to create an environment where everyone feels safe and welcome to participate. Each SSHV event should provide a harassment-free atmosphere for all participants

SSHV has zero tolerance for all forms of harassment and inappropriate behavior.

Harassment can include, but is not limited to:

- **Sexual harassment** - such as comments about appearance, unwanted touching or inappropriate sexual gestures.
- **Threatening or aggressive behavior** - including incitement to acts that make someone feel unsafe or uncomfortable.
- **Violence or illegal acts** - such as physical aggression or use of illegal drugs.

For event organizers

Event organizers have a responsibility to apply the Code of Conduct throughout their event to ensure a safe and positive experience for all. This means that:

- Safety, security and accessibility should be planned in advance.
- All organizers should be informed about how to deal with situations involving inappropriate behaviour.
- The event environment should actively promote inclusion and respect.

By upholding these guidelines, SSHV can continue to provide a welcoming and safe community for all its members and participants.

8. Reporting an incident

If you witness a situation that is in breach of the SSHV Code of Conduct or where intervention may be needed, there are several ways you can help:

- **Intervene if possible** - If you or a bystander encounter inappropriate behavior, ask the person to stop, provided it is safe to do so.
- **Prioritize safety** - Always consider your own safety and the safety of others. If an intervention could put you at risk, contact the event organizer immediately instead.
- **Delegate responsibility** - Inform the event organizer, the board or the equality and harassment ombudsmen. They can take the necessary steps to address the situation.

Further handling of the case

After investigating the case and hearing all the parties involved, the SSHV Board, a General Assembly or any other competent body can decide on disciplinary action against the person who has breached the Code of Conduct. More information on disciplinary action can be found in the SSHV Harassment and Disciplinary Regulations.

Contact details for the Equality and Harassment Ombudsmen and the President of the Board can be found from [Jämställdhet och trakasserier - SSHV](#) and on social media.

9. Communication of the Code of Conduct

SSHV's Board is responsible for sharing information about the Code of Conduct with SSHV members, external partners and guests. The main languages of communication are Swedish and English.

To ensure that everyone has access to the Code of Conduct, it should be:

- Available in event descriptions and in other relevant contexts.
- Communicated to external partners and guests when needed.

Through clear and accessible communication, SSHV contributes to a safe and inclusive environment for all.