



RLO Kilta & RaunIO Code of Conduct

What is Code of Conduct?

Code of Conduct is a operating instructions for all of our events, for the board and students. RLO KILTA and RaunIO always want to create a welcoming, safe and equal atmosphere at their events. Thw Code of Conduct helps with this by creating a framework for organizing events and operating models for solving possible problem situations. The COC will be followed throughout the event.

Equality

The Code of Conduct deals with equality in order to ensure that the event is open to everyone who wants to participate.

"Equality means that all people are equal, regardless of their gender, age, ethnic or national origin, citizenship, language, religion and belief, opinion, disability, state of health, sexual orientation or other reason related to the person."

Section 6 of the Finnish Constitution states that people are equal, and section 6 of the Equality Act prohibits indirect and direct discrimination and harassment based on the above-mentioned characteristics.

Everyone should be treated equally, and this approach also applies to our activities and events.

Harassment, discrimination and inappropriate behavior

Our events include people with different opinions, ideologies and identities. When a diverse group of people participates in an event together, harassment and discrimination can happen without being noticed. Respecting everyone's freedom of expression and opinion is the first step to a non-discriminatory and harassment-free event.

Students' alcohol culture can be stressful, especially for people who don't drink alcohol. The use of alcohol is everyone's own choice, and no one's choice should be surprised or criticized. Under the influence of alcohol, excesses or embarrassing situations can happen. This does not remove responsibility, but everyone is responsible for their own behavior.

Social media is also an integral part of our events and activities. Various discussion groups and platforms function as a common communication channel, both officially and informally. Written and pictorial communication on social media can be challenging for everyone to understand, as a result of which sometimes the message gets missed. The target of memes and other similar images is usually a person participating in the event, whose action is to be emphasized by means of humor. The creator of the meme must take into account the limits of good taste

and ensure the consent of the depicted person to the use of their image. We do not accept inappropriate behavior and it will be dealt with.

Harassment contact persons

The harassment contact person is present and supports the person who has experienced harassment. In situations of harassment, we encourage you to always turn to the harassment contact person. Harassment contact persons are actors of our government that governments have chosen to be available in harassment situations and events. At government events, there is always a harassment contact person. At the start of the event, they are introduced and told how they can be contacted.

The participant of the event has the right to choose the harassment contact person with whom he wants to talk. Every conversation is completely confidential and the person who has experienced harassment has the right to decide how the harassment case is handled. This means that no further measures are taken in handling the harassment situation, unless the person himself requests it.

The progression of the harassment process:

- After experiencing harassment, contact the harassment contact person of your choice. You can also contact us if you are unsure about the situation.
- Tell as clearly as possible what has happened.
- Agree on one of the possible follow-up measures.
- The harassment contact person starts to investigate the situation. You will be kept informed of the progress of the process.
- The situation will be investigated.
- The process ends. The harassment contact person performs aftercare measures and, if necessary, the conversation is continued with the person who experienced the harassment. The quality and severity of the harassment incident will determine how the situation is handled.