



Norsk studentorganisasjon

## CODE OF CONDUCT

*Adopted by the NSO (National Union of Students in Norway) at the General Assembly in 2015.*

## PURPOSE

The Code of Conduct states the principles for behaviour and organisation culture in The Norwegian Student organisation (NSO). It seeks to guard our standards of behaviour; a certain form for accepted culture and behaviour which is often taken for granted and is unspoken. Nonetheless, it is a basic principle at the NSO that members enjoy respect and that they are included by each other and by the organisation.

### Preamble

The aim of this document is to set out guidelines which helps to prevent undesirable conduct and behaviour within the organisation, and specify how to deal with such instances if they occur. It is expected that all representatives of the NSO follow these principles:

### Principles

- Treat everyone with respect and refrain from all forms of communication, actions or treatment which may offend others.
- Don't make inappropriate comments which others can find unpleasant or discriminatory.
- Show respect for other people's boundaries.
- Help to create an open-minded atmosphere during debates, making everyone feel welcome and allow disagreement in a rational manner.
- Help to create an inclusive and inviting environment for all participants, in both formal and informal settings.
- Be present at scheduled events during seminars, conferences and meetings, and show respect on these occasions.

### Trusted Persons

At all arrangements held by the NSO, there should be at least one person from the working committee, secretariat and participants who are part of the ad hoc committee for trusted persons. People of different genders must be included. These specific representatives must be chosen at the start of each arrangement, based on the Executive Committee (EC) suggested candidates.

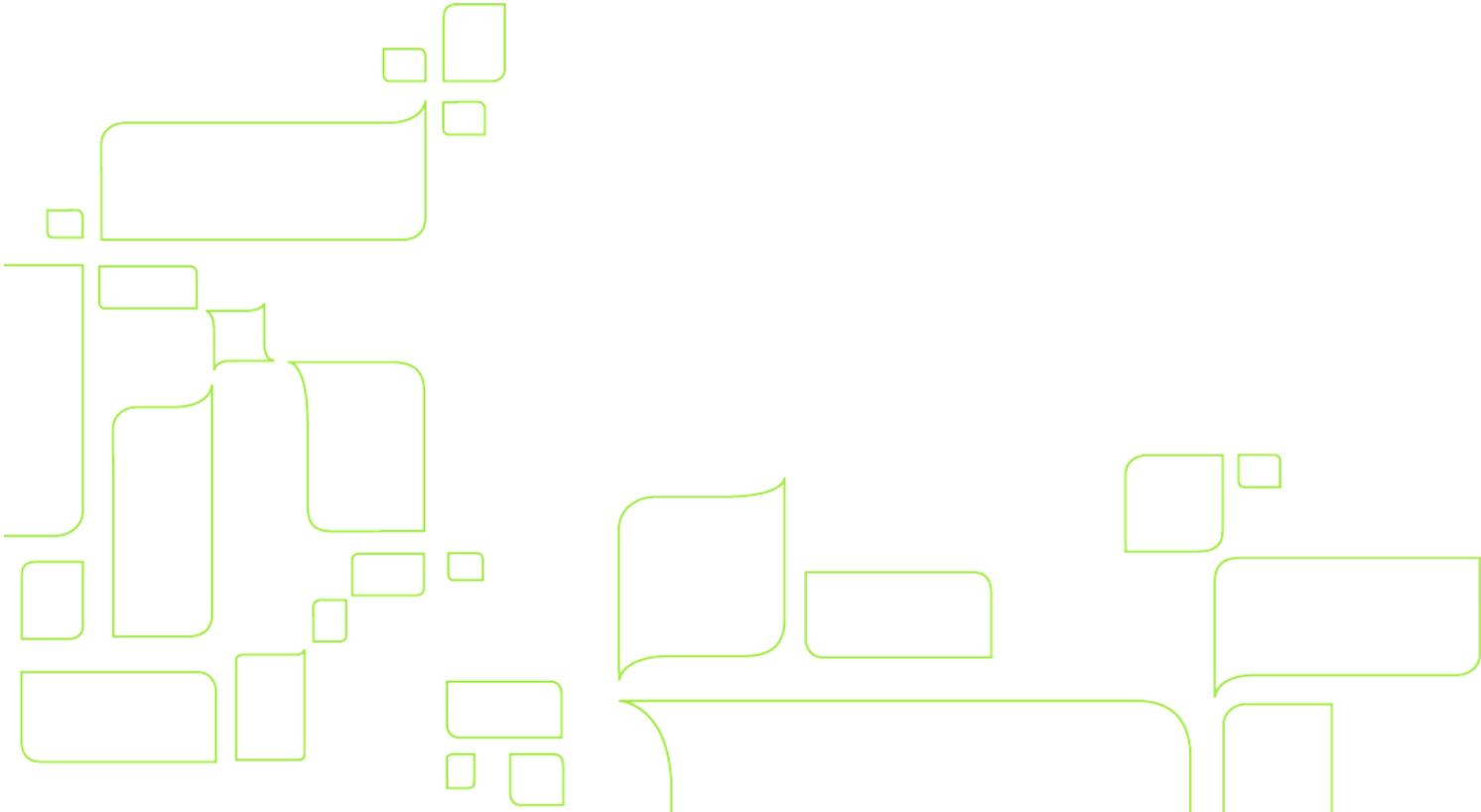
The trusted persons have the primary responsibility and at any time can be contacted regarding alleged or proven violations of one or more principles.

**Support**

If you suspect that behaviour or an incident have occurred which is in conflict with the principles of the NSO, a trusted person must be contacted. These representatives are available to advise participants in deciding whether a principle has been violated, and if so, how to take it further. If necessary, the representative must present the case to the EC, and decide how to proceed together with the involved parties.

The trusted persons and EC have a duty of confidentiality. In cases where a possible violation of the principles has occurred, discussions must be carried out with the affected person under the direction of the EC, with the aim of deciding how best to deal with that specific case.

If there is a suspicion that a criminal offence has been committed the police must be contacted. It is not the role of the trusted persons or the EC to assess whether an act contravenes Norwegian law. That is a matter for the judicial system to decide.





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## OVERSKRIFT

Tekst

