Code of Conduct of Students of Business and Technology

What is the Code of Conduct?
The Code of Conduct is a code of conduct for all union events, employees, the board of the union, and all actives.

Students of Business and Technology always wants to create a welcoming, safe and equal atmosphere for their events. The Code of Conduct helps with this by creating a framework for organizing events as well as operating models for resolving potential problems.
The CoC will be observed during the official event as well as the evening program. This does not apply to any unofficial after parties.

Equality
The Code of Conduct addresses equality to ensure that the event is open to anyone who wishes to attend.

"Equality means that all people are equal, regardless of their gender, age, ethnic or national origin, nationality, language, religion or belief, opinion, disability, state of health, sexual orientation or any other personal reason." Article 6 of the Finnish constitution states that people are equal and Article 6 of the Equality Act prohibits indirect and direct discrimination and harassment based on the above-mentioned characteristics.

Everyone must be treated equally, and this approach also applies to the activities of Students of Business and Technology.

Harassment, discrimination and inappropriate behavior
Individuals attending events of Students of Business and Technology are often socially active individuals with different opinions, ideologies, and identities. When a diverse group of people attend an event together, harassment and discrimination can go unnoticed. Respect for freedom of expression and opinion is the first step towards a non-discriminatory and non-harassing event.

Finnish alcohol culture can be oppressive, especially for people who do not use alcohol. The use of alcohol is everyone's choice, and no one should be questioned or criticized. Overreactions or embarrassing situations can occur under the influence of alcohol. Neither of these removes the responsibility, but everyone is responsible for their own behavior.

Social media is also an integral part of Students of Business and Technology's events and activities. The various discussion groups and platforms serve as a common communication channel, both formally and informally. Written and pictorial communication on the internet can be challenging for anyone to understand, which sometimes results in the message passing by. The subjects of memes and other similar images are most often the target of someone involved in the event, whose act is to be emphasized by means of humor. The author of the meme should therefore consider the limits of good taste and ensure the consent of the person described to the use of his, her or their image.

Improper behavior will not be tolerated and will be addressed.

Harassment contact persons in a nutshell

The harassment contact person is supportive and present to the person who has experienced harassment. In the event of harassment, we always encourage you to contact the harassment contact person.

Harassment contact persons are members of the union who have been selected by Students of Business and Technology to be available in harassment situations and cases. There are two harassment contact persons of different genders at each union event. At the start of the event, the harassment contact persons introduce themselves and tell how they can be contacted.

The participant in the event has the right to choose the harassment contact person with whom they wish to talk. Every conversation is completely confidential and the person who has experienced the harassment has the right to decide how the harassment case will be handled. In practice, this means that no further action will be taken to deal with the harassment unless the person so requests.

Progress of the harassment process:

- If you experience harassment, contact the harassment contact person of your choice. You can make contact even if you are unsure about the situation.
- Tell us as clearly as possible what has happened.
- Agree on a possible follow-up.
- The harassment contact person will begin to investigate the situation. You will be kept informed of the progress of the process.
- The situation will be clarified.
- The process ends. The harassment contact person will take follow-up action and, if necessary, continue the discussion with the person who experienced the harassment.

The nature of the incident and its severity determine how the situation is handled. In most cases, a neutral discussion between the parties to the situation is sufficient.