



## **SIB Amsterdam**

# **Diversity & Inclusion Protocol**

### **Article 1. Guiding Principles**

1. The Student Association SIB Amsterdam ('SIB Amsterdam' hereafter) treats all its members equally, regardless of their gender, age, cultural/ethnic background, sexuality, language, level of education, religious beliefs, or any disabilities.
2. Based on SIB Amsterdam's founding purposes, as articulated in Article 3 of the Articles of Association, we uphold and commit to those values of diversity and inclusivity, and actively build up an environment that accommodates these values.
3. SIB Amsterdam strives to create an inclusive and diverse environment for all students and therefore we do not tolerate, and strongly condemn, inappropriate behavior, such as discrimination, bullying, and harassment, including sexual harassment.
4. SIB Amsterdam aims to create an organizational culture that values diversity and inclusion by organizing activities that welcome everyone and suit the needs of a diverse student base within the context of SIB Amsterdam's purposes.
5. All the positions within SIB Amsterdam should be open to anyone, and candidates should not be denied on the basis of characteristics that are irrelevant to the proper execution of the responsibilities related to that position, such as gender, culture/ethnicity, sexuality, or religious beliefs.

### **Article 2. Realization**

1. SIB Amsterdam aims to facilitate intercultural communication between SIB members and participants through organizing events and encourages cultural and ethnic diversity at these events by actively promoting them among a variety of students.
2. Representatives of SIB Amsterdam will be vocal about the importance of diversity and inclusivity in the organization and take initiatives related to our Guiding Principles during our events and on our social media platforms.
3. The Board of SIB Amsterdam will organise yearly events especially aimed at improving the ideals of inclusivity and celebrating the diversity of the SIB Amsterdam members.
4. Within SIB Amsterdam, we aim to stimulate a recruitment culture that promotes the attainment of diversity and inclusion in the Association, by means such as but not limited to specifically targeting certain groups that are underrepresented within the organizational structure of the association.



5. The Board will look for extensive and intensified cooperation with those external parties and organizations that commit themselves to similar guiding principles and have similar commitments to diversity and inclusion.
6. SIB Amsterdam event organizers are required to have the guiding principles in mind and to maintain a diverse and inclusive environment for all the participants during the whole event.

### **Article 3. Reporting and Monitoring**

1. SIB Amsterdam sets up an independent ombudsperson office or confidant system for those that experienced inappropriate behaviour against them inside our organization or during our events to turn to for consultation or help.
2. The Board of SIB Amsterdam will assess both the implementation of the guiding principles and the realization of the corresponding measures through the conduction of surveys, individual reports, and personal reflections of its members.

### **Article 4. Accountability and Responsibility**

1. The SIB Amsterdam Board, Committees and Societies, should adhere to the guiding principles in their work for the Association, and SIB members, or anyone else that participates in events organized by SIB Amsterdam, is obliged to respect these principles.
2. The Board of SIB Amsterdam has the overall responsibility for the implementation, administration, and ongoing reviews of this protocol and can be held accountable by its members on the progress of the implementation of the protocol.
3. The organizers of SIB Amsterdam events, such as Committee and Society Chairs, are responsible for understanding and adhering to these principles during their events and can be held accountable by the SIB Amsterdam Board if they neglect to do so.
4. The ombudsperson has the confidentiality responsibility in the event of a violation of this protocol and its reporting.
5. In the cases of misbehavior, harassment, and/or other violations of the Guiding Principles, as specified in the present Protocol, by a SIB member, the SIB Board reserves the right to expel that member from the Association based on Article 8.1 and Article 8.3 of the SIB Amsterdam's Articles of Association.

### **Article 5. Amendments and Changes**

1. Amendments or changes to this protocol can be brought forward by any SIB Amsterdam Board or any SIB Amsterdam member and can be applied to any part of this protocol.
2. An amendment to this protocol has to be approved by the GM with a majority of the votes casted.