



Code of Conduct for Polyteknisk Forening

This code applies to the interaction between everyone in Polyteknisk Forening (PF).

Purpose with the Code of Conduct

The purpose of this policy is to support a healthy association, since PF is a place where everyone should feel safe - no matter gender, ethnicity, political orientation, religion or sexuality. To ensure this safety, we have made these guidelines for how we should act towards one another.

The Code of Conduct also includes information on how volunteers can react, if they have experienced or witnessed offensive behavior.

How are we together in PF?

The guidelines in the code of conduct apply in all places and in all situations where we are together or communicate with each other in connection with the PF, including if you are on PF areas. The code therefore applies both when we meet in the physical and digital spaces.

We respect each other's boundaries – in all aspects of the organization, both in activities, at parties and in everyday life. If we are in doubt about each other's limits, we ask before we act, and give space and always accept when the person withdraws from activities or situations. We do not purposefully initiate activities that are potentially offensive, transgressive or offensive to any of the people involved. The association's community is formed, within reasonable limits, after the idea that mutual respect between people is a fundamental principle.

We respect differences – everyone, no matter race, political bias, religious persuasion, gender identity, studyline or sexuality are welcome in PF, as long as we respect our common rules. We wish that everyone feels comfortable in the form of communication in PF. Together, we create an environment where people dare to fail, and give a little of themselves, so that everyone can be included. We take distance from discrimination in the association.

We do not tolerate illegal substances – it is not permitted to bring illegal substances into PF, either for own consumption or to harm others.

Unacceptable behavior

It is unacceptable or offensive behavior if, in connection with your work at PF, you are exposed to harassment, sexual discrimination, intimidation, violence, threats, etc. The behavior can be purposeful or accidental from the perpetrator, and alcohol is under no circumstance an excuse for unacceptable behavior. Unacceptable behavior doesn't need to be aimed towards a single person, but can also be generalized to harassment of groups, fx. through comments about ethnicity, gender identity or sexuality.



Harassment and discrimination is not tolerated in PF. Harassment is unacceptable, regardless of whether it is between people of equal or unequal seniority. It can both be physical, verbal or visual in nature. This can fx. be:

- Hurtful remarks about personal characteristics
- Exclusion from social or academic communities
- Discrimination based on political opinions or socio-economic situation
- Hurtful remarks about personal characteristics
- Bullying, either verbally or in writing

Sexual harassment is not tolerated in PF, and by that is meant all forms of nonconsensual sexual attention. This could, for example, be:

- Unsolicited verbal or written solicitations for sexual intercourse
- Inappropriate jokes, sounds and comments
- Unsolicited inquiries about sexual topics
- Unwanted physical contact.

Sexism is also not tolerated within the PF, and by that is meant discrimination on the basis of gender identity. This can, for example, be:

- Degrading charges based on gender
- Continuous and context-irrelevant comments about others' appearance

Violence and threats are not tolerated either, and can f.x. be:

- Physical abuse or threats thereof
- Misuse of power, e.g. on private errands for others

The above lists are not exhaustive, but indicative. It is up to the individual if something is unacceptable or not.

Relationships and Power

When persons with positions of trust, organizers and other representatives of the PF have sexual relations with other members, there is always a danger that the power relationship will be consciously or unconsciously exploited. However, it is not a matter of course, and these relationships can easily be equal and unproblematic.

When one is in the role as a volunteer in PF, it is important that they consider which role they have, when they initiate something, in both romantic and sexual natures. It is expected that, in one's role in PF, one is aware of one's role and any power relations, as well as the corresponding responsibility it entails. This applies both in direct and indirect contexts with the association. With that said, the expectations to not seek out sexual or romantic relationships are greatest when you are directly involved in the context where the volunteer work is carried out or carried out.

In PF, we trust the judgment of our people in positions of trust and organizers not to exploit their positions of power for personal gain. For these reasons, we have a very clear expectation that our



volunteers with positions of trust and organizers in PF are particularly aware of the trust they are shown here, and always they are always aware of their responsibility when it comes to sexual relations.

Confidentiality and Personal Information

In PF, cases are often dealt with in various bodies, which are of a sensitive nature. It is therefore a matter of course that the persons handling this case are subject to a duty of confidentiality which must prevent them from speaking about the incidents within these cases in other contexts. This is for the protection of all parties in these cases, as PF should be a place where people can feel safe. Breach of confidentiality is something that is taken extremely seriously, and can result in you not being allowed to take on the position you have again.

What should you do if you experience offensive behavior in PF?

If you are exposed to, experience or have exhibited abusive behavior yourself, there is always someone you can talk to. You can always contact PF's board of directors or DTU's Department of Education (AUS), if you have experienced something offensive. These parts will help you handle the matter. For example, it can be to get in contact with a psychologist, have the matter handled by the board or report it to the police if you suspect that something illegal has taken place.

Everyone on PF's board is subject to confidentiality and will handle the matter in a way that has been agreed with you. If you are in doubt as to whether you should contact someone about the matter or not, please get in touch. Please note that DTU is subject to the Public Administration Act and must therefore follow a set of fixed procedures regarding party hearings and the like. If you are in doubt about how a possible case will be handled, you can contact PF's board of directors to clarify the possible further course of action.

It is important that we maintain a safe community together for everyone. You are always welcome to bring a bystander with you to all interactions, and you decide if and whether the matter should be taken further.

What happens after you reach out?

When you contact the person of trust, you talk together about what you have experienced and from there you make a clear agreement about the further course of action. Together you decide on:

- Whether you need to talk to a psychologist.
- Whether PF should help you get in touch with DTU's Department for Education and Students.
- Whether PF should help you with a police report.
- Whether/which other persons from PF are to be involved or not to be involved in the further course of the case. Including whether the board can be involved as a whole group, or whether you prefer certain members of the board not involved.
- Who from PF's board of directors will be your contact person.
- How much and when you and your contact person should have contact. You immediately make a concrete agreement about when you will talk again. In the event of an inquiry, the



contact person must at least follow up with you by telephone or at a meeting, even if you do not choose to proceed with the matter.

- The board can handle the case and talk with you about if the case should be handled as an exclusion case in PF.

It can be a violent experience to be exposed to or witness unacceptable behavior. If you witness or are exposed to a criminal act such as rape, violence, abuse or the like, you can contact the police directly with a report. It is not necessary to go through PF's board, but they will always be available.

Contact information

If you have any questions about the code of conduct, you are always welcome to contact the social political coordinator, the CFO or any member of the board. You can see who they are on the website and their contact information, or get in touch below.

PFs Social Political
Coordinator
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PFs CFO
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DTU's Study guidance
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