

# VIS Code of Conduct

VIS wants to create an environment where everyone feels safe and respected. This document should help this cause by describing our values, what we consider to be inappropriate behavior and how we prevent and handle such behavior. We encourage students to speak up if they witness inappropriate behavior and help us keep VIS a safe space for all of its members.

If you have any questions or concerns, please feel free to contact us at [vis@vis.ethz.ch](mailto:vis@vis.ethz.ch).

## Our values

VIS values and encourages responsibility, mutual respect for each other and open communication. In most cases, it is enough to use your common sense: be nice to each other, respect other people's boundaries and only Yes means Yes. Treat others the way you would like to be treated.

If you observe someone who seems uncomfortable in a situation, don't hesitate to talk to them or inform a trusted person in VIS. If you observe inappropriate behavior at an event, please inform an organizer or a helper of the event.

## Power of Definition

Each person has their own experiences and boundaries, therefore VIS believes that each person has the right to define when these boundaries have been violated and will not be questioned by others for it.

Power of definition doesn't necessarily mean that the aggrieved party can solely determine the consequences for the offending party. But VIS will take it seriously and will address their wishes.

## Inappropriate behavior

VIS does not tolerate any behavior, as well as the endorsement of any behavior, related but not limited to:

**Discrimination** - harassment and exclusion of people based on their personal or group-specific characteristics such as physical appearance, disability, age, ethnicity, nationality, language, sexual orientation or gender identity, neurodiversity, political views, or religious beliefs.

**Bullying** - systematic discriminatory activities towards a person with the aim of socially isolating and discrediting them, including actions that drive towards the inability to continue the affected person's work or study activities, such as spreading false, malicious information; unjustified criticism and the withholding of information and opportunities.

**Threats and calls for violence** - incitement and endorsement of verbal or physical aggression, such as insults, psychologically and physically abusive actions.

**Inappropriate social contact** - breaching one's privacy and/or personal space through stalking, non-consensual physical contact and intimidation; continued disruption of communication or participation in activities.

**Sexual harassment** - inappropriate sexual behavior, non-consensual sharing of sexual media; coercing others to engage in acts of sexual nature.

## What to do in case of inappropriate behavior

At larger events, we aim to have Safety Helpers that are actively looking after the physical and mental safety of the participants. Always talk to them if you feel uncomfortable. You can get some space away from the event in the Safe Room, if one is available. If there are no Safety Helpers around, you can always ask an organizer or any other helper of the event and they will be able to help.

Contact the VIS-board to report any inappropriate behavior ([vorstand@vis.ethz.ch](mailto:vorstand@vis.ethz.ch)) so that we can take the proper measures to help you and prevent similar behavior in the future.

## Consequences of inappropriate behavior

VIS reserves the right to restrict access to VIS services to people who breach the Code of Conduct. VIS will wherever possible not take any actions before being able to discuss the situation with the affected party.