Code of Conduct

Term 2026-2027

Preamble

This code of conduct has been created for the Belgian Medical Students' Association and its members. It aims to formulate the parameters of behaviour:

- To be in accordance with the principles and values of BeMSA.
- To create a comfortable and safe environment and atmosphere for all members of every background.
- To achieve the best outcomes for the meetings and other activities.

Principles and Values of the Association

Each participant is expected to take responsibility for themselves, and to act in accordance with the constitutional principles and values of BeMSA at all times. All officials and members are expected to treat each other with respect and consideration, and foster tolerance, dignity and equality. In order to ensure productive and inclusive meetings, all participants should foster cooperation and show appreciation of each other's contributions. Taking part in BeMSA meetings and activities should be a meaningful, fun, and safe experience.
Any form of discrimination, including but not limited to political, religious, social, racial, national, sexual or disability-based discrimination, will not be tolerated from any member.

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General Rules and Behaviour

All participants should feel comfortable and safe within BeMSA, during meetings and other events. Therefore, we expect all officials and members to follow and embody these guidelines during all BeMSA events, meetings and any external events where misconduct can harm the reputation or image of BeMSA:

- **Be respectful.** Ensure that all fellow members are able to, and feel safe to express themselves; be professional in speech, actions and appearance during the term and display respect for the opinions and ideas of fellow members.
- **Care.** Be aware of the physical and mental health, safety and welfare of all other members and yourself.
- **Speak no evil.** Do not post, share or disseminate any form of media (including pictures, videos and/or messages) on any forum (including online) that could damage the image of a member or BeMSA. *All posts that contain threatening, abusive, harassing, defamatory, vulgar, obscene, libellous, hateful, racist and sexist or otherwise objectionable content shall be removed and may lead to disciplinary action.*
- **Clean up.** Promote recycling and avoid the unnecessary waste of resources, throw rubbish away and clean areas where you have met or held a session or meeting.
- **Be eco-friendly.** Act in an environment-friendly way within the capacities of the host of the activity or meeting (e.g. recycling materials). If possible, participants can bring their own water bottles and coffee mugs.
- **Participate.** Take an active role in the Team of Officials and all BeMSA activities in which you participate, and contribute. You are responsible for getting the most out of your term for yourself. *You are a representative of all Belgian medical students within the spaces of the BeMSA and therefore it is important that you consider how to act and behave accordingly.* Being here is a great honour. Be considerate of others and ensure that they are able to do the same.
- **Take care of yourself** to care for others. Be mindful of your needs (sleep, free time, ...) so you can benefit from and contribute the most to the whole term.

Substance Abuse

All officials and members should promote safe behaviour for the sake of health and wellbeing of themselves and others.

- Smoking or consumption of alcoholic beverages is prohibited in the formal meeting rooms of BeMSA. Smoking shall be prohibited indoors within all public areas of the facilities hosting the National General Assembly Meetings regardless of the facilities' smoking policy. Smoking is only allowed in the designated areas.
- *Consumption of alcohol should be done in moderation.*
- *Consumption of alcohol and social program attendance should not affect the participant's involvement in events and meetings.*
- All participants must remember and respect that there are participants who do not drink alcohol, particularly at social events.
- The use of illicit substances (subject to domestic laws) are prohibited. Violation of the code will lead to removal from the event and may require the involvement of the authorities.

Financial Liability

All officials and members will be financially liable for any damage to equipment, facilities, constructions and environment that should result from their actions.

Laws and Other Restrictions

All officials and members must respect and comply with all applicable National, Federal, State, and local laws. Any illegal activity will be reported to the proper authorities and subject to the applicable jurisdictional actions.
The following actions or behaviours are forbidden at all BeMSA events, meetings and any external events where misconduct can harm the reputation or image of BeMSA:

- Damage of property
- Underaged drinking (defined by local legislation)
- Consuming alcohol during formal meetings.
- Smoking inside any formal or informal meeting room (including during all social programs)
- Use of illegal drugs
- Violence or threat of violence
- Intimidation or harassment to any party
- Discrimination towards any other person or racist slurs.
- Sexual harassment
- Forcing someone to consume alcohol or smoke against their will.

Raising Concerns

If you have any concerns about the behaviour of other members or violations to the code of conduct, please approach any member of the code of conduct committee, which is composed of ***Jessie Nantongo, Carly Elisa Fundora De Cupere*** *and* ***Moranne Pellaers***

You can contact the Code of Conduct Committee through:
Email: codeofconduct@bemsa.be
Whatsapp, SMS or Call the following number: ***+32 468 27 64 45 (Jessie Nantongo), +32 470 55 67 40 (Carly Elisa Fundora De Cupere) or + 32 473 68 39 75 (Moranne Pellaers)***

Code Violations

Violation of this code of conduct will be met by sanctions, which will be proportional to the severity of the violation.

The Code of Conduct Committee can independently place a warning.

After 3 warnings an immediate sanction will follow.

The following sanctions can be placed by the Code of Conduct Committee, in consultation with the BeMSA Executive board. In case a violation was committed by a member of the Code of Conduct Committee, the sanctions will be placed by the BeMSA Executive Board, in consultation with the other Code of Conduct Committee member(s)

- Warning by the BeMSA Executive Board and the Supervising Counsel
- Removal from the team of officials.
- Ban on attending all BeMSA and BeMSA-associated event(s) in the future.
- Report to local authorities and police if there are violations to the law. This decision can be made by the Executive Board in case it prevents timely action.
- In case of rape or sexual abuse, the participant will be excluded from the team of officials immediately and reported to local authorities.

The Local Presidents will be notified in case a sanction is put in place. Repeated violations will result in escalation of sanctions.

We wish all members the best possible experience. We kindly ask you to bear the content of this Code of Conduct in mind at all times to help achieve this goal.

Name and surname:

Date:

Signature: