

**Onderwijs, Onderzoek & Studentenzaken**  
Postbus 573 3500 AN Utrecht  
Tel 088 481 2797

**Studentzaken, Onderwijs & Onderzoek**  
Postbus 80125 3508 TC Utrecht  
Tel 030 253 70 00

**Code of Conduct**  
**Utrechtse Introductie Tijd**

Utrecht University / Utrecht University of Applied Sciences  
Heidelberglaan 8  
Postbus 80125, 3508 TC Utrecht

Utrecht University – Lucy Hanschke  
Utrecht University of Applied Sciences – Maria Gardenier

E: [l.hanschke@uu.nl](mailto:l.hanschke@uu.nl)  
[maria.gardenier@hu.nl](mailto:maria.gardenier@hu.nl)  
[info@utrechtseintroductietijd.nl](mailto:info@utrechtseintroductietijd.nl)  
I: <http://www.utrechtseintroductietijd.nl/>

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**1 – FRAMEWORK**

The UIT team, consisting of a minimum of five students and two project leaders, organizes the *Utrechtse Introductie Tijd* (UIT) on behalf of the Executive Boards of Utrecht University and the University of Applied Sciences Utrecht. New first-year students are offered a diverse program to get to know each other, the educational institutions, student life, and the city in all its facets.

Due to a changing society with increasing openness and possibilities for information sharing, it is more important than ever that the culture during UIT aligns with prevailing societal norms and values. The UIT ensures that all those involved<sup>1</sup> feel welcome and that their safety is guaranteed.

**2 – SCOPE**

The UIT organizers, together with the project leaders, bear final responsibility. On behalf of the participants, the UIT team holds final responsibility for communication and enforcement of the code of conduct within the UIT program. Responsibility for enforcement among external partners, such as hospitality venues and student organizations, lies with those external partners.

This code of conduct outlines the principles expected of UIT participants and states a number of guidelines for compliance. Furthermore, Chapter 1, especially Article 1, of the Dutch Constitution<sup>2</sup> applies. By describing these principles, awareness is created and compliance encouraged. Parties can hold each other accountable for behaviors that do not align with this code.

This code applies to all program components officially organized by the UIT team.

**3 – PRINCIPLES**

The principles of this code of conduct are:

- a) As an UIT participant, you show respect to other participants and everyone else involved with UIT.
- b) As an UIT participant, you treat each other's property and that of the UIT with respect.
- c) As a UIT participant, you contribute to a safe environment during UIT, including respecting each other's boundaries.
- d) As a UIT participant, you do not engage in verbal or physical violence, including (cyber)bullying and intimidation.
- e) As a UIT participant, you do not engage in sexually transgressive behavior.
- f) As a UIT participant, you encourage and motivate others to act respectfully and take action if they do not.
- g) As a UIT participant, you comply with the UIT alcohol and drug policies
- h) As a UIT participant, you take responsibility for your own actions.

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<sup>1</sup> The UIT Participants are the UIT team, event managers, catering managers, all other crew, mentors, participants and visitors.

<sup>2</sup> Art. 1 Constitution: All persons in the Netherlands are treated equally in equal circumstances. Discrimination on the grounds of religion, belief, political opinion, race, gender or on any other grounds whatsoever is not permitted.

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#### **4 – ENFORCEMENT**

The code of conduct applies to all forms of contact and communication, including email and social media expressions. Participants are encouraged to report any behavior that violates this code. Reports can be made (confidentially) to the UIT team or to the UIT confidential advisor.

At the start of UIT, each participant receives a wristband granting access to the UIT program (both at student organizations and locations organized by the UIT team). Wristbands for participants under 18 years old are a different color than those for participants 18 and older. This allows for quick identification of who is legally allowed to consume alcohol. Security will actively monitor adherence to the alcohol and drug policies and the code of conduct. In case of a violation, security and the UIT team will consult to determine whether a sanction should be imposed.

#### **5 – SANCTIONS**

When a participant fails to comply with the code of conduct, the UIT team may impose a sanction. If a participant is caught in the act by UIT organization staff, their wristband (admission ticket) will be cut off, immediately revoking access to UIT. The participant may discuss the situation with the project leaders the next day. If there are mitigating circumstances, the wristband may be returned. This participant will be placed on a list. If the participant violates the code again, their wristband will be cut off a second time and they will be permanently excluded from UIT.

If a participant reports another participant's behavior to the UIT team, the UIT team will have a discussion with the accused participant. An official warning may be issued. If another report about the same participant is received, the wristband will immediately be cut off.



Universiteit Utrecht

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Appendix 1 – **CONTACT DETAILS IN CASE OF INCIDENTS**

**Central Post:** 06-81183553

**UIT-team:** 06-28801264 / [info@utrechtseintroductietijd.nl](mailto:info@utrechtseintroductietijd.nl)

**Confidential counselor:** see website/app for contact details