

Study Association Bloom

Social Safety Plan

As an association, we strive to create and maintain a fun and safe environment for all members. This plan explains what social safety means to us, provides an overview of our social safety-promoting initiatives, and addresses the board's role regarding social safety.

Social Safety

Social safety can refer to students feeling and being safe and comfortable in Bloom-related spaces and during Bloom events, activities, trips, and other such endeavours.

Unacceptable Behaviour

As a Study Association affiliated with the University of Amsterdam (UvA), we define unacceptable behaviour as UvA does. As is stated in the University of Amsterdam's (UvA) Code of Conduct, "unacceptable behaviour comprises any behaviour on the part of a staff member or student that is stressful to the person on the receiving end, because it either jeopardises or injures the other person's bodily or mental integrity. This may include, but is not limited to, physical or verbal aggression, harassment or sexual harassment, discrimination and exclusionary behaviour, bullying and academic sabotage. Unacceptable behaviour refers to any situation where at least one person involved may reasonably feel that the behaviour is unacceptable".

Trust Persons and Reporting Unacceptable Behaviour

Although all members are welcome to reach out to all board members, we have a process to handle more serious incidents/complaints that people may not feel comfortable openly sharing. Trust persons are people who members can reach out to when they need support, help, or someone to talk to, for example regarding harassment. When possible and appropriate, these trust people will support and/or refer members to other sources for assistance.

Board Members: At least one board member will be present at all Bloom events and all board members are available for members to talk/reach out to/ask for help. At least one board member aims to be present in the Bloom Room on weekdays to help the board remain accessible and approachable for all members.

Trust Persons: At least one internal and one external trust person will be available for Bloom members. If a member experiences unacceptable/unwanted behaviour on behalf of another Bloom member and/or at a Bloom event, they can report this behaviour to either of the trust persons, whose name and contact information will be available on the Bloom website.

Conversations between members and trust persons will be treated with confidentiality, and the identity of those reaching out will be treated anonymously unless otherwise permitted. The internal trust person will aim to be present at Bloom events to provide support in case it is immediately needed.

When contacting a trust person:

- The trust person will listen to you without judging
- The conversation is entirely confidential, and the trust person has an obligation to secrecy
- The trust person may ask for more information regarding what happened
- The trust person will never take any action without your permission

With your consent, the trust person might do the following:

- Redirect you to additional support resources, like the university confidential adviser
- Contact the parties involved in the harassment situation
- Act as an intermediary between the parties involved
- Assemble a group of board members to decide on disciplinary actions, like removing the person who acted inappropriately from future Bloom events

It should be noted that trust persons are not guaranteed to be trained professionals, and exist more to support members who may be experiencing troubles rather than to act as a “final-say” entity, so to speak.

Privacy Note

Every contact will be treated with respect and discretion. Anonymised and generalised descriptions of all incidents will be kept to better our practices and to inform future social safety officers. Statistical data (like the number of contacts) might be shared with the board of the association at the discretion of the social safety officers. While the social safety officers can not take action on anonymous complaints, they will be taken into account for the development of our practices.

Anonymous Feedback Points: for general complaints/online incident reporting, an online form will be made on Bloom’s website. Members will be able to easily and anonymously share their thoughts/questions/concerns/complaints/experiences. This will help ensure that members feel safe, and help us improve when possible.

Consequences

Members who are found to breach our social safety policy/have behaved unacceptably can be suspended from Bloom (and consequently from Bloom events) or removed as a member of Bloom completely (and thus lose their member privileges) on the decision of the board and/or relevant parties. If an offended member is an active member within Bloom, this can result in a position suspension or dismissal. These deliberations may be influenced by advice from third parties such as (i.e. internal and external trust persons, Bloom’s advisory board). If

suspended/removed members disagree with said decision, they can contest it during the General Assembly.

Final Words

We aim to prioritise social safety within Bloom by evolving our policies as we grow as an association. All members should feel comfortable reaching out with any questions, comments, concerns, suggestions, etc. they may have. Sincerely, the first board of Bloom.