

Code of Conduct

International Students Team (IST)

1. Purpose & Scope

The International Students Team (IST) is committed to creating a welcoming, inclusive, respectful, and safe environment for everyone.

This Code of Conduct applies to all participants of IST events, trips, activities, and IST-related online communities.

By participating in IST activities, you agree to follow this Code of Conduct.

2. Respect & Inclusion

Everyone is expected to:

- Treat others with respect, dignity, and kindness.
- Respect different cultures, backgrounds, identities, and beliefs.
- Communicate respectfully and constructively.
- Follow reasonable instructions from IST organizers.

The following behaviour is not tolerated:

- Discrimination or hate speech.
- Harassment, bullying, or intimidation.
- Threats or physical violence.
- Stalking or persistent unwanted contact.
- Sexual harassment or unwanted sexual advances.
- Deliberately creating an unsafe or hostile environment.

3. Personal Boundaries

Everyone has the right to personal boundaries and safety.

A “no” or clear indication of discomfort must be respected immediately. Repeated unwanted approaches, messages, invitations, or contact are not acceptable.

4. Online Conduct & Privacy

This Code of Conduct also applies to IST-related WhatsApp groups, Discord servers, social media, and other online platforms.

Participants must respect the privacy of others and should not share personal information, private conversations, photos, or videos of others without appropriate consent.

Harassment, discrimination, or inappropriate behaviour in IST-related online spaces is subject to the same standards as behaviour at physical events.

5. Reporting Concerns

Anyone who experiences or witnesses inappropriate behaviour is encouraged to contact an IST organizer.

Reports will be treated seriously, respectfully, and, where possible, confidentially.

Retaliation against anyone who reports a concern in good faith is not tolerated.

6. Possible Measures

Depending on the severity of a violation, IST may take one or more of the following measures:

- Verbal or written warning.
- Removal from the current event.
- Temporary exclusion from selected IST activities.
- Temporary exclusion from IST events and activities.
- Removal from IST-related social media or communication groups.
- Temporary or permanent removal from IST-related social media or communication groups.
- Permanent exclusion from IST events and activities.
- Referral to appropriate university authorities where necessary.

IST may take immediate action where necessary to protect participants and ensure a safe environment.

7. Our Commitment

We want IST to be a community where everyone feels **respected, safe, and welcome**.

By participating in IST activities, you agree to respect this Code of Conduct and contribute to a positive and inclusive environment for everyone.

