

# Social Safety Guidelines during activities

November 27th, 2022

This document was drafted in 2022 and finalised in 2025 in order to provide guidelines for the organisation of activities (e.g. association boards or committees) for students who are confronted with unwanted behaviour. This document is not meant to provide extra instructions for a BHV'er (however, they might be able to help depending on the situation), but rather as general recommendations to any organiser who is confronted with unwanted behaviour.

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## 1 General

This section contains general rules and advice in case you are confronted with unwanted behaviour on your activity. First and foremost, keep yourself safe at all times and try to use common sense.

If the occurrence of unwanted behaviour during your activity or event is brought to your attention, try to stay calm and contact the board of the organizing association. As they are ultimately responsible, you can ask them to take action with regard to the unwanted behaviour. If a board member is involved in the case of unwanted behaviour, you could assess the situation further before informing the board. In any case, remember you are just a volunteer trying to help as best you can. In severe cases of unwanted behaviour, or an escalating situation, you can always contact the local authorities.

If the occurrence of unwanted behaviour on your activity or event is brought to your attention after your activity has ended, you should inform your board and try to contact the people involved together with your board. If you are a board member, also check whether the incident should be reported to Student Life & International Mobility (henceforth: SLIM). Here



the same applies as before: you are just a volunteer and you can always contact the local authorities.

## 2 Specific types of behaviour

The subsections below describe the steps you could take in response to several types of unwanted behaviour. Remember that every situation is unique and might require a different course of action because of that. Some of these situations involve victims: it is always up to them to decide on any actions that are taken with regard to the aggressor. You should still always make sure that the details of any aggressors are noted down.

### 2.1 (Sexual) harassment

In case of (suspected) (sexual) harassment, start by checking if the potential victim is okay. This can be a non-verbal (thumbs up or down) or verbal check. If you indeed suspect more to be going on, talk to the victim and lead them away from the situation/location. Speak to them calmly, take them seriously and try to comfort them. Ask if and how they want to be helped and respect their boundaries.

Ask someone else of your organisation to talk to the aggressor. Based on the circumstances, assess whether it is necessary for your own safety, to involve the aggressor with another person. Try and keep your voice down, the tone of the conversation neutral, and ask what is going on. Try to paint a picture of what happened. Tell them you're going to discuss the situation at hand, confer within your organisation and take actions to address the situation. For example, you might contact the porter, security, officially warn the harasser, remove the harasser from the venue or, in more extreme cases, call local law enforcement.

Make sure to give out your contact information or the contact information of the organisation to the victim. Keep an eye during the rest of the event on the situation and see if they are still okay and the aggressor does nothing further.

Look at the paragraph "After care" for more on what to do afterwards.

### 2.2 Aggression

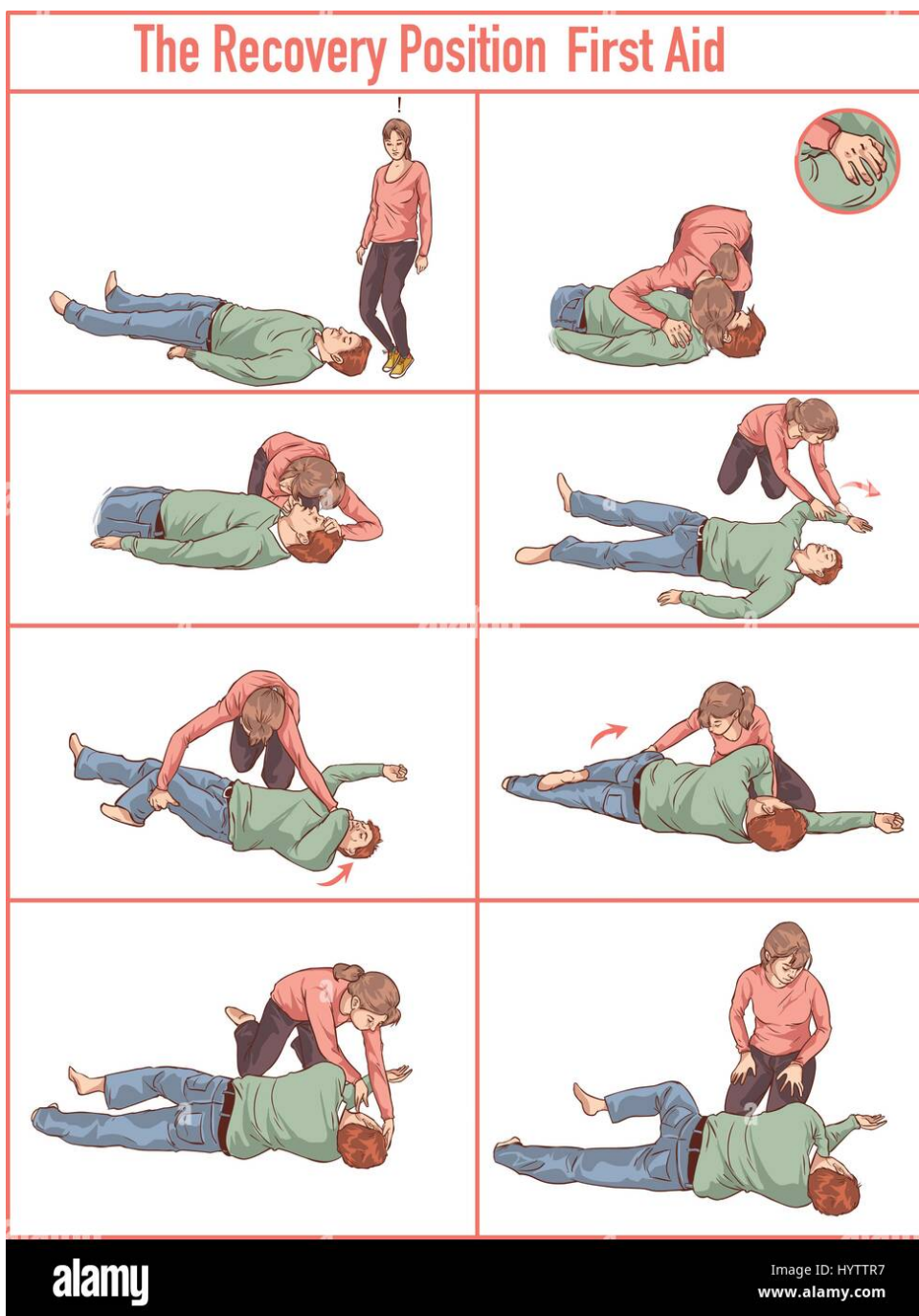
In case of aggression, try to handle it as quickly and calmly as possible. Keep your own safety in mind and protect yourself and any others stepping in. If possible, break the situation up and separate the people involved. Keep your composure and do not respond how the aggressive parties do. Keep your body language neutral and avoid accusative language. Ask the involved parties about the situation and identify the cause. You cannot always address this cause but look for solutions. If possible, make sure another person in your organisation is close by but do not form a group versus individual situation.

See if you can diffuse the situation and send the different parties on their separate ways. Keep an eye on the situation during the rest of the event to make sure nothing further happens. If the aggression keeps occurring, contact the security on your event, remove the aggressors from the venue or, in more extreme cases, call local law enforcement.



### 2.3 (Suspected) spiking

In case of suspected spiking, remove the victim from the situation and see if any of their friends can join. These situations should always be taken seriously. If the drink suspected of being spiked is not empty yet, do not leave it behind, but take it with you. It can be used for testing. Stay with the victim, and if they're not unconscious, try and talk to them, or let their friends try to talk to them. If the victim is unconscious but breathing try to get them to lay in the 'recovery position' (see the picture below; the EHBO-app of Red Cross Netherlands also provides step by step instructions). This can prevent health hazards. Inform staff of the event immediately, and if possible contact medical professionals immediately. Also make sure to inform security, if they are present. Make sure the victim is always accompanied by staff, organisation or trained personnel.





The main difficulty of spiking is that it is very hard to find the suspect who caused the spiking. If you suspect anyone, do not approach them and if the victim wishes you to act, let police handle that. Try to provide further after care as mentioned in the paragraph 'after care'.

If after some time, the victim remains conscious and recovers, and medical professionals could not help further, make sure to let the victim be brought home by a friend. Do not let them go alone. Give them your contact information, in case the victim wants more information on the situation afterwards.

### 3 After care

You should inform the victim of several help channels they can contact. Try to help them where possible, but remember that they are in control, so respect their choices. Possible organisations they could contact are:

- The trust contact person of the association, if there is one.
- The confidential advisers of the Radboud University.
- Local law enforcement, GGD (municipal health service) or IrisZorg (mainly addiction care).
- The victim's General Practitioner ('huisarts').
- Victim Support Netherlands (Slachtofferhulp)

For future events, consider what measures can be taken to prevent future incidents and consider if and how incidents could be handled better. Consider consequences for aggressors and act in the interest of social safety. However, always try to give every party the opportunity to give their recollection of the situation, before taking any decisions.

### 4 Contact information

This section contains important contact details you might need during or after an incident. Keep in mind that you should call 112 or the Radboud emergency line (024-3655555, for incidents of campus) for urgent assistance in life-threatening situations or if you witness a crime.

Organisation	Phone number	Home page
Urgent assistance on campus	024-3655555	
Urgent assistance elsewhere	112	
Police	0900-8844	<a href="http://www.politie.nl">www.politie.nl</a>
Emergency care at RUMC	024-3614187	<a href="http://www.radboudumc.nl">www.radboudumc.nl</a>
Emergency care at CWZ	024-3658322	<a href="http://www.cwz.nl">www.cwz.nl</a>
GGD (Public Health Service)	088-1447144	<a href="http://ggdgelderlandzuid.nl">ggdgelderlandzuid.nl</a>
Victim Support	0900-0101	<a href="http://www.slachtofferhulp.nl">www.slachtofferhulp.nl</a>
IrisZorg (Addiction Care)	088-6061600	<a href="http://www.iriszorg.nl">www.iriszorg.nl</a>
Centrum Seksueel Geweld (Sexual Violence)	0800-0188	<a href="http://centrumseksueelgeweld.nl">centrumseksueelgeweld.nl</a>