



CODE OF CONDUCT – ETHICAL GUIDELINES

Tertta ry – Kuopion sosiaali- ja terveysalan opiskelijayhdistys

2023

Approved at the board meeting on 9.3.2023



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GENERAL

Student association for social- and healthcare-students in Kuopio, Tertta ry's Ethical code of conduct provides guidelines for every member of the association, as well as for everyone attending our events. In Tertta we will always aim for a positive and equal atmosphere in our actions. This code of conduct guides our actions at school, practical training and events. It also helps to solve possible problematic situations. Ethical code of conduct stands in all activities associated with the school.

In this guideline we handle topics such as equality and situations regarding harassment and bullying, and how to react to those situations. Common guidelines are important to assure everyone's comfort.

The deliberate or de facto infringement of the dignity of a person is harassment, if the infringing behaviour relates to a reason referred to in section 8(1), and as a result of the reason, a degrading or humiliating, intimidating, hostile or offensive environment towards the person is created by the behaviour. (Non-discrimination Act 1325/2014 Chapter 3 § 14).

Individuals experience harassment differently, therefore there are multiple ways to determine someone's experiences. It's important to acknowledge the fact that someone experiencing harassment will be left with an uneasy feeling, which can be relieved by handling the situation. Tertta's code of conduct is meant to create an atmosphere, where everyone can feel welcome and equal.

When a group consisting of different individuals comes together, harassment and discrimination can happen even without noticing. Respecting everyone's freedom of expression and opinion is the first step to harassment- and discrimination-free interaction.



VALUES AND GUIDES

Values of Tertta's actions are equality, transparency, and communality. We will always keep in mind that students are our priority.

Equality

In Tertta we are committed to improving equality. We will take into consideration all students coming from different backgrounds, thus showing light into the diversity of our student pool. We will try to prevent all kinds of discrimination in our actions.

Priority in students

We want to make studying as nice and easy as possible. We will encourage students to be a part of our decision-making. With our members we will bring forth problems and dissatisfactions in studies. We will come up with ways to fix and improve these issues and bring them up with our best abilities.

Transparency

We want to engage with our members by being open and encouraging to discussions. We actively get feedback from students and bring them up transparently.

Communality

With our actions we wish to increase the communality among students. The student association will improve with the changing environment. Part of increasing communality is to organize events suitable for every social- and healthcare student.

GUIDELINES

Social media is a big part of student's everyday lives. Communications on the internet can sometimes be misunderstood. Anybody making posts on social media needs to understand the boundaries and ask for consent of those appearing in shared pictures.

The alcohol-culture in Finland can sometimes feel pressuring especially for those who don't use alcohol. The decision on whether or not to use alcohol is everybody's own choice, which shouldn't be criticized or questioned. We are all responsible for our own actions, and being under the influence doesn't remove this responsibility.



If you experience or witness harassment, discrimination or otherwise inappropriate behaviour:

- Contact the harassment contact person
- Tell what has happened and what you experienced
- Discuss with the harassment contact person about resolving the situation

HARASSMENT CONTACT PERSONNEL -ACTIVITIES

In Tertta we have two harassment contact persons from the board, who are in positions of responsibility. The role of a harassment contact person is to listen without judgment and take actions regarding possible harassment situations. Harassment personnels have been sworn to professional confidentiality.

Harassment contact persons can be reached via personal email addresses, or via hairinta@terttary.com. In addition you can make contact face-to-face on campus or in events. If you have experienced harassment or discrimination, you can also contact the harassment contact person afterwards. These situations can happen on campus, while on practical training or during events organized by Tertta ry or other student associations.

After contact, the harassment contact person and the victim discuss the situation and possible actions. The contact person works in confidentiality and won't take any actions without the permission from the victim. The victim of harassment can also opt out from said actions, and solely reach out for conversational support.

The actions of harassment contact personnel:

- After receiving information from a harassment situation, the contact person will act in confidentiality and with permission from the harassment victim. The contact person can:
 - Contact the individuals involved in the harassment situation and discuss the situation
 - Arrange an opportunity for those individuals to talk it out
 - Advice to contact suitable support services, e.g. crisis lines via telephone



- In extreme cases, the harassment contact person will gather a group to decide on actions towards the perpetrator, which can include e.g. banning from events organized by our student association

IMPORTANT CONCEPTS

Harassment means behaviour that demeans, humiliates, and intimidates a person or a group. These behaviours violate one's worth and integrity and create a hostile, disturbing, upsetting, or threatening atmosphere.

Sexual harassment is unwanted sexual behaviour, that violates one's emotional or physical integrity. Sexual harassment can be verbal, non-verbal, or physical. It creates intentionally or factually a threatening, hostile, demeaning, humiliating or intimidating atmosphere.

Gender harassment is unwanted behaviour towards one's gender, gender-identity or gender-expression, which isn't sexual by nature. It creates intentionally or factually a threatening, hostile, demeaning, humiliating or intimidating atmosphere.

Discrimination is treating people unequally or making unfair distinctions without proper reason. Discrimination also includes creating a threatening, hostile, or humiliating atmosphere, as well as orders and indications to discriminate.

Inappropriate behaviour is treating others in ways that are against common courtesy. What is appropriate and inappropriate is specified within personnel of the workplace. If someone sees a certain behaviour as offensive, it needs to be let go. Appropriate behaviour also doesn't include yelling, raging, or addressing one's personal traits.

Equality means that "all individuals are equal regardless of their gender, age, ethnicity, race, nationality, language, religion, opinion, disability, health, sexual orientation or any other personal attributes". Finland's constitution states that all people are equal, and the 6§ of said constitution forbids any discrimination and harassment based on mentioned attributes.