

Code of Conduct

M.S.P.A. Pertica

The Board of the student association M.S.P.A. Pertica is responsible for formulating and implementing the policy and activities of the student organization. It is also responsible for ensuring that this policy and these activities do not incite socially unacceptable behavior or harm the position of the student organization.

The board is committed to equal treatment of its members and participants in activities. It ensures an environment in which each member or participant feels safe and welcome.

The board reserves the right to forward any matter to higher institutions like MUSST, UM Sport and Maastricht University.

1. Purpose and Scope

This code outlines the values, standards and expectations that guide the behavior of all members, instructors, board members and guests of M.S.P.A. Pertica.

Our goal is to foster a respectful, inclusive and safe community where everyone feels empowered to express themselves through pole dance, a discipline that blends strength, art and confidence.

This Code applies to all association activities, including classes, workshops, performances, social events, online interactions and external collaborations.

2. Core Values

We are committed to the following values:

- Respect: we treat every person with dignity, regardless of gender, sexuality, body type, ethnicity or ability
- Inclusivity: we celebrate diversity and aim to create a welcoming environment for all
- Professionalism: we act with integrity and responsibility when representing the association
- Safety: we prioritize both physical and emotional safety in every activity

3. Expected Conduct

All members are expected to:

- Treat others with kindness, respect and open-mindedness

- Communicate constructively and listen others' perspectives
- Respect personal boundaries both, physical and emotional
- Practice good hygiene and safe movement during classes
- Support a non-judgmental environment where everyone feels comfortable to learn and perform
- Obtain consent before touching or assisting another participant
- Represent the association positively both, in person and online

4. Sexual Safety and Awareness

Pole Dance celebrated body confidence and sensuality, but consent, safety and respect are non-negotiable.

We therefore commit to:

- Ensuring all participants feel safe and respected regardless of how they choose to express themselves
- Maintaining an environment free from sexual harassment, unwanted advances or objectifying behavior
- Encouraging members to speak up immediately if they feel uncomfortable or witness inappropriate behavior
- Respecting privacy: photos or videos may only be taken or shared with clear consent of everyone involved
- Using inclusive and respectful language about bodies and movement

Any form of sexual misconduct, coercion or inappropriate touching is strictly prohibited and may result in immediate disciplinary action.

5. Unacceptable Behavior

Examples of conduct that will not be tolerated include:

- Harassment, discrimination or bullying of any kind
- Sexual harassment or behavior that makes others feel unsafe or objectified
- Sharing private or sensitive images or information without consent
- Use of hate speech, exclusionary comments or slurs
- Disrespecting personal space, touching without consent or invading others' privacy
- Substance use that impairs safety or judgment during classes or performances
- Damaging association property or misusing resources

6. Reporting Concerns and Support

If you experience or witness behavior that violates this Code, please report it as soon as possible.

You can:

- Speak to our instructors, board members or the Confidential Advisor Person
 - Confidential Advisors: Louisa and Eleonora
- Fill out this form: <https://forms.gle/3APPqq6af4k768Y27>

All reports will be handled confidentially and respectfully. Retaliation against anyone who raises a concern in good faith will not be tolerated.

We encourage open dialogue and will provide support, mediation, or referrals to appropriate services if needed.

7. Consequences of Misconduct

Violations of this Code may result in:

- Verbal or written warning
- Temporary suspension of membership or class participation
- Permanent removal from the association or event
- Further actions in line with legal obligations, where necessary

Decisions will be made by the board after reviewing all facts in a fair and transparent process.

8. Commitment and Acknowledgement

All members agree to:

- Uphold this Code of Conduct
- Foster an environment of mutual respect and empowerment
- Act as role models for safe and positive pole dance culture

By joining M.S.P.A. Pertica, you acknowledge that you have read, understood and agree to comply with this Code.

Together, we create a space where everyone can feel strong, safe and celebrated!