

# Social Policy

## The Union of Danish Upper Secondary School Students

Last revised September 2022

The Union of Danish Upper Secondary School Students is an organization consisting of socially conscious young people who understand the importance of an organization with a diverse representation. Thus, we have prepared this social policy.

The social policy applies to social gatherings between volunteers and active student members in all of DGS' bodies. It applies to all national events and activities organized by DGS. The social policy is to be found at the website [www.gymnasieelever.dk](http://www.gymnasieelever.dk) and will be revised annually at the constituent board meeting in the third quarter of the year. All employees of the secretariat are introduced to the social policy during the introductory course.

The social policy is a tool to prevent potential misunderstandings, to align expectations between employees and volunteers, and to ensure member protection in the organization. DGS works for a community where everybody is to be included. Differences are and must be a strength, thus all people no matter gender, sexuality, ethnicity, body, religion, and political beliefs. In short terms, the social policy is the rules and settings for our community of DGS.

### **1. We are listening**

If you experience something unpleasant, uncomfortable or if you need somebody to talk to, DGS has a group of people you can contact. At general meetings, courses, regional meetings, board meetings, actions and other activities organized by DGS, you can reach out to the daily management, the Head of Secretariat around the clock. All conversations will of course be in confidentiality. At the general meetings and other activities which have more than 100 participants, either the Head of Secretariat or the elected representative will be present as host of well-being.

### **2. Well-being**

DGS is an association of young opinion makers, and we see disagreement and debate as constructive and encouraging. If you experience or find that the debate is not kept constructive but on the other hand becomes personal against you or others, you must say no on your own behalf and on behalf of others. Prolonged and systematic emotional abuse of a member or a group of members will be perceived as bullying and discrimination and will not be tolerated at DGS. At meetings the chairpersons have a special responsibility as well to close a personal debate.

### **3. Alcohol policy**

You may consume alcohol at some of the association's events, nationally as well as regionally. There will, of course, always be served non-alcoholic beverages as an alternative, and no one is encouraging others to consume alcohol. For national events there will always be a sober guard present who you can contact if you need help or experience if others have. Furthermore, all events with alcoholic intake are subject to the alcohol policy of DGS which can be found at [www.gymnasieelever.dk](http://www.gymnasieelever.dk).

#### **4. Narcotics**

It is not permitted to bring nor take or be under the influence of narcotics – including marihuana, except for prescription drugs, at events, parties, meetings and other activities at DGS. If this is not respected, you will be expelled from the event.

#### **5. Gender segregation**

At events that include accommodation, there is basically no gender division in the dormitories or toilets. There will always be gender segregating bathing facilities. If you wish to sleep in a gender-segregating dormitory or use divided toilet facilities, this is stated through the registration to the organizers in advance and we will do everything that we can to comply with your wishes.

#### **6. Food/Eating habits**

DGS' events usually include communal dining. If a member is a vegetarian, vegan, has allergies or needs religious or other considerations, this is to be informed when signing up for the event, so we can make sure that it will be taken into account in the menu.

#### **7. Relations in the organization**

In association life, it is only natural if emotions arise between members. However, all sexual intercourse must be with the consent of all parties, and this involves:

- Members refraining from having sex with members who are too drunk or for some reason are in an unstable state and therefore cannot make reasonable/sensible choices.
- That sexual intercourse between members won't be a nuisance for other members.
- One must not make offensive comments or make unwanted touches.

If you yourself have experienced or seen something unsafe/unpleasant, we encourage you to contact the daily management or the Head of Secretariat. Together we will figure out how to handle the specific situation. Furthermore, we have some internal procedures for handling any transgressive behavior. Offensive behavior can be of physical and mental character and none of them are accepted in DGS. This applies to all kind of discrimination.

As Daily Management in DGS you have a special position of trust, thus you must not have any kind of sexual activity/intercourse with active student members or employees within the organization. Volunteers in the secretariat are encouraged as well not to have any sexual relation with active student members. Employees on contract and project employees at DGS may not have sexual relations with active student members of DGS. This will be a clear reason for firing.

DGS will not interfere in members' love affairs as long as there is consent. As the organization's members generally have the same age and educational background, this applies to all active members across regional boards, the General Board and Executive Committees.

#### **8. Photos and tone on social medias**

At DGS' events pictures will often be taken which will be used for social media, websites etc. We will always inform you when taking pictures to events in the invitation for the event and who you can contact if you do not wish to be included in the pictures or want us to remove a specific picture.

The tone on social media must be kept proper. DGS is a group of young opinion makers who express themselves on social media. Thus, it is very important that the tone is kept nice and constructive, and that we always discuss opinions and never individual persons! If this is experienced or if an unpleasant tone, personal attack, or anything else which is offensive, this will be considered just as seriously as if it was face to face.

## **9. Policy**

At DGS there is room for all political opinions. We stand together with one joined vision to improve education policy, and we see members with different points of views as a strength in our work. If you experience that there is no room for your or others' perspectives, you must say no and draw attention to the issue, e.g. by contacting the chairperson or organizer.

## **10. Good behavior**

At DGS, we treat each other with respect. We respect our differences, talk properly to each other and respect each other's boundaries.

## **11. Violations of the social policy**

Violation of our social policy will be addressed in the Committee of Trust. The Committee of Trust consists of one person from the daily management, the Head of Secretariat, a member of the Executive Committee and an external person, who has previously been associated with DGS. The one from the daily management, the Head of Secretariat and the external member are approved at the constitutional board meeting in the third quarter where the member of the Executive Committee will be approved for the subsequent board meeting. The Committee's task is to assess cases about breaches on the social policy and then make a recommendation to the executive committee. Violation of the social policy can lead to consequences in the form of e.g., exclusion from activities or exclusion from activities or get expelled from the organizations. Both the Committee of Trust and Executive Committee have a duty of confidentiality.

### **Contact:**

If you have any questions about our social policy, you are welcome to contact the Daily Manager or the Head of Secretariat. You'll find the contact information under 'contact' on our website: [www.gymnasieelever.dk](http://www.gymnasieelever.dk) or at the end of the Social Policy. You can also always contact the elected representative or the Chairman of your regional board who can help you further on. You can find them on the website under contact.

### **Whistleblower Scheme**

DGS has a whistle blow scheme that you can write to via our website under our social policy.

Here, you can send a message anonymously if you need to report an incident and don't have the opportunity to do so in any other ways. Inquiries will be anonymously and treated in confidence. The message will be delivered to the Head of Secretariat who will involve relevant parties of the Committee of Trust. We will, however, encourage you to contact us in person so we can have a good talk about the situation

### **Contact information for the Trust of Committee**

Embla Bangsgaard Nielsen: [embla@dgsnet.dk](mailto:embla@dgsnet.dk) / phone no. 50 77 48 02 (Daily Manager)

Julie Frøkjær: [julie@dgsnet.dk](mailto:julie@dgsnet.dk) / phone no. 28 95 07 29 (Head of Secretariat)

Andrea Chacon Hansen: [andrea@dgsnet.dk](mailto:andrea@dgsnet.dk) / phone no. 21 96 58 68 (member of the Executive Committee)

Veronika Schultz, [veahsc@gmail.com](mailto:veahsc@gmail.com) (External Consultant)

# DGS' alcohol policy

This policy applies to all active student members at national arrangements in DGS. The regional boards determine their own alcohol policies but are encouraged to be inspired by the national one.

- It's not permitted to bring your own alcohol to DGS' events.
- For national events with more than 50 participants there must always be two sober guards of which one of them must have a driver's license. As a sober guard you must stay sober until the end of the party, and you must be available during the entire night. The two sober guards are from the secretariat, and they must present themselves at the beginning of the national event. Furthermore, their phone numbers are to be found on the noticeboard. For events with less than 50 people, we will try to have two sober guards. This way, we can avoid situations where one is left alone with decisions and responsibilities.
- At national events, young people under the age of 16 must bring a signed permit from their parents or legal guards. If not, they must not be served alcohol.  
The permit is to be shown to the manager of the event at the beginning of the event. You will be reminded of this upon registering where you will be asked to state your age.
- At national events there will be no servings of alcohol to active student members until after 6 o'clock p.m.
- There must always be non-alcoholic beverages, and you cannot encourage others to drink alcohol.
- Parties in DGS are generally reserved for the DGS' active student members. The organizers of the event are therefore always in their right to reject people from outside the organization.
- We encourage the participants to drink responsibly and to take care of each other.
- Together with the daily management, the two sober guards are responsible for ensuring that the event runs smoothly and safely, thus they have authority to decide when something has gone too far. If an active student member is to be inappropriately drunk the person will be sent to bed.
- It is not permitted to drink hard liquor at DGS' national events.