



Declaration of Intent for mentors and organisers of Radboud Intro

1. Introduction

This Declaration of Intent is endorsed by both Radboud University and the relevant mentors and organisers of Radboud Intro. Radboud University will discuss this Declaration of Intent on a yearly basis in the preparation meetings with mentors and the kick-off meeting with the Orientation committees in order to raise awareness and encourage compliance.

All seven faculties have appointed a Faculty Coordinator for the Radboud Intro. These Faculty Coordinators are aware of the declarations of intent and actively bring them to the attention of both mentors and organisers (including members of the relevant Orientation committees) during preparatory meetings for the benefit of Radboud Intro.

This Declaration of Intent is preventive in nature and encourages good behaviour. It is intended to raise awareness regarding the exemplary role that both mentors and organisers of the Radboud Intro have towards first-year students. Furthermore, parties may hold each other accountable for conduct that is not in accordance with the provisions of this Declaration of Intent.

2. Principles

A mentor or organiser of Radboud Intro should be aware of their responsibility and exemplary role towards the participants of Radboud Intro and of the potential power relationship between first-year students and mentors/organisers. The mentor or organiser should aim to ensure that no person's dignity is compromised and stimulate mentors, organisers of Radboud Intro, and participants of Radboud Intro to treat each other and other people involved with respect.

This means that any mentor or organiser of Radboud Intro must in any case:

- a) reject unwanted transgressive and other behaviour and call others to account if necessary. Undesirable behaviour includes in any case:
 1. psychological and physical violence;
 2. discrimination;
 3. racism;
 4. sexism;
 5. coercion;
 6. humiliation;
 7. exclusion;

- b) promote inclusion within the group, with people being considerate to each other, and strive to create a culture where all people involved feel safe and welcome. This includes in any case:
 1. taking into account agreements concerning the language used;
 2. taking into account preferred forms of address;
 3. respecting each other's religion and beliefs;
 4. taking into account allergies and dietary requirements/preferences;



- c) make sure that the property of Radboud University, of participants, and of third parties is treated with care and respect, and call others to account where necessary if this is not the case;
- d) take sustainability into account when organising and carrying out activities. In this context, special consideration should be given to the purchasing of materials, food, and drink;
- e) make sure that national and local laws and regulations are complied with, particularly with respect to the use of alcohol, tobacco, and drugs (Drank- en Horecawet (Licensing and Catering Act), Tabaks- en Rookwarenwet (Tobacco and Smoking Products Act) and the Opiumwet (Opium Act)). The mentor or organiser is responsible for making sure that those involved do not pressure each other and others to use alcohol and/or drugs. In this context, they themselves must set a good example and, where necessary, call others out on their behaviour. This responsibility applies to the activities organised in the context of the study programme and mentor group activities. Participants in Radboud Intro who are 18 years or older are permitted by law to purchase and carry alcohol;
- f) aim to make sure that the principles outlined in this Declaration of Intent are known to the other mentors, Radboud Intro participants, and organisers of Radboud Intro, and that they are applied and observed within the context of Radboud Intro;
- g) be alert to indications that the principles outlined in this Declaration of Intent are being violated. If the mentor receives signals from participants of Radboud Intro that they feel they are being treated contrary to the principles set out in this Declaration of Intent, the mentor should help them where possible, for example by contacting the Coordinator of the Radboud Intro. In case of questions or doubts, the mentor can always contact the head of Student Life and International Mobility;
- h) report potential incidents immediately to Radboud University, to the Radboud Intro project manager.

3. The Executive Board of Radboud University:

- a) recognises and endorses the importance of the efforts made by the mentors and organisers of Radboud Intro during Radboud Intro, and the opportunities this orientation week offers to prospective students to develop and grow within and beyond their studies, and actively promotes this;
- b) ensures that the Letter of Intent is publicised in an appropriate manner;
- c) will, in case of an incident, always contact the Radboud Intro project manager before reacting publicly.