



Code of TuKY

Turun KY's ethical principles and values

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PURPOSE OF THE DOCUMENT

Turun KY's strategy defines its values as sense of community, responsibility, transparency, and trailblazer. By adhering to these values, we enable the best possible student life and a growth platform for the future for every member. Each member of Turun KY is welcomed into the community as they are, and to participate in the association's activities without fear of discrimination, harassment, or other inappropriate treatment.

This document illustrates the values and norms represented by Turun KY's community. It sums up the ethical principles based on our values, which guide how Turun KY functions and the behavior we can expect from each other as members of the community. This document articulates our association's shared rules, strengthens transparent operating models, and promotes equal treatment.

The members of Turun KY, its operators, and organizations under the association implement the ethical principles of this document and, through their actions, contribute to the realization of the association's values within the student community. This document binds all of those who participate in Turun KY's activities.



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APPLICATION OF THE DOCUMENT

This document concerns every member of Turun KY and all the operators, employees and volunteers working in Turun KY and the committees, projects and clubs under it. The instructions provided in this document have to be abided by in all activities taking place under Turun KY, in all communication and events, both remotely and live.

Turun KY also obliges all people outside of the organization to abide by this document when they participate in events under TuKY. In addition Turun KY expects all of our stakeholders and partners' actions to be in line with this document.

The violation of the measures and procedures showcased in this document need to be brought to Turun KY's personnel's attention. Each case will be handled on an individual basis by the association's harassment contact persons, the executive director, chairperson, or other relevant personnel. Actions contrary to Turun KY's ethical principles may lead to consequences, which will be determined on a case-by-case basis.



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VALUES OF TURUN KY



Sense of Community - Turun KY is a close-knit community where everyone is treated equally. Its members strongly identify as being a part of TuKY both during and after their studies.



Responsibility - Turun KY actively develops its operations to be more socially, ecologically, and economically responsible, contributing to a more sustainable future through genuinely significant actions.



Transparency - Turun KY's operations are accessible, with members actively engaged in the development and decision-making processes of the association.



Trailblazer - Turun KY continuously evolves to remain at the forefront and as a pioneer of the student community, ensuring a unique student life for its members and securing high-quality operations for the future.

Sense of Community

Turun KY is a close-knit community where everyone is treated equally. Its members strongly identify as being a part of TuKY both during and after their studies.

Every member is welcomed into the Turun KY community as they are, and every community member should be treated equally. The blue overalls should be worn with respect, and the community should be represented with pride. International students, master's students, and alumni are also an important part of our community.

Shared experiences, encounters, and events are what make Turun KY what we are as a community. Together, we create an inclusive atmosphere where everyone feels like a part of the community and welcome to participate in Turun KY's activities. The warm and communal culture of TuKY should be cherished in all our activities.



Responsibility

Turun KY actively develops its operations to be more socially, ecologically, and economically responsible, contributing to a more sustainable future through genuinely significant actions.

The affairs of the association are managed in accordance with the Finnish association law, Turun KY's rules, and regulations. Turun KY's personnel selections and recruitments are open to all members, and decisions are made unbiased, respecting the privacy of applicants.

The Terve Mieli -project fosters open discussions around mental health issues and emphasizes the importance of individual well-being in both studies and working life.

The responsibility plan serves as the foundation for Turun KY's choices, guiding its operations according to the principles of sustainable development.



Transparency

Turun KY's operations are accessible, with members actively engaged in the development and decision-making processes of the association.

All members can get involved in the activities of the association at any stage of their studies. There are different levels of involvement, and one can participate with the amount of effort they choose. Every operator or a person in a position of trust is entitled to sufficient orientation and training for their position.

The decision-making process of the association is transparent, and the board's decision records are publicly available on the association's website in both Finnish and English. Members have the opportunity to participate in decision-making at the association's general meetings, which hold the highest decision-making power in the association. Decision-making is based on the members' best interests. Members can express their opinions through various surveys or directly to the personnel. Feedback on activities can be provided free-form and with a low threshold.



Trailblazer

Turun KY continuously evolves to remain at the forefront and as a pioneer of the student community, ensuring a unique student life for its members and securing high-quality operations for the future.

Turun KY's operations are continuously evolving, and we are not afraid to try something new. Turun KY encourages the development of new event concepts and operational methods and aims to enable bold innovation in association activities. Declining concepts are put on hold or boldly improved.

Traditions uphold the spirit of the community and connect different academic years. Traditions are respected, but outdated practices are either abandoned or adapted to fit the modern era.

The project fund enables financing for new experiments, and the establishment of new operators and clubs is encouraged. New ideas and experiments are provided with the support they need.

Being a trailblazer guides the association's decision-making, and we don't want to get stuck in old patterns. The association is a trailblazer among student associations in Finland.



4 A Safe community

Turun KY is a safe community for everyone.

Every member of Turun KY has the right to participate in its activities and events without experiencing harassment, discrimination, or any inappropriate behavior.

It is our responsibility to provide each other with a safe environment, free from bullying, harassment, or inappropriate conduct. We do not tolerate bullying, violations of physical integrity, violence, discrimination, or any other improper treatment, nor do we accept sexual, verbal, or any other form of harassment.

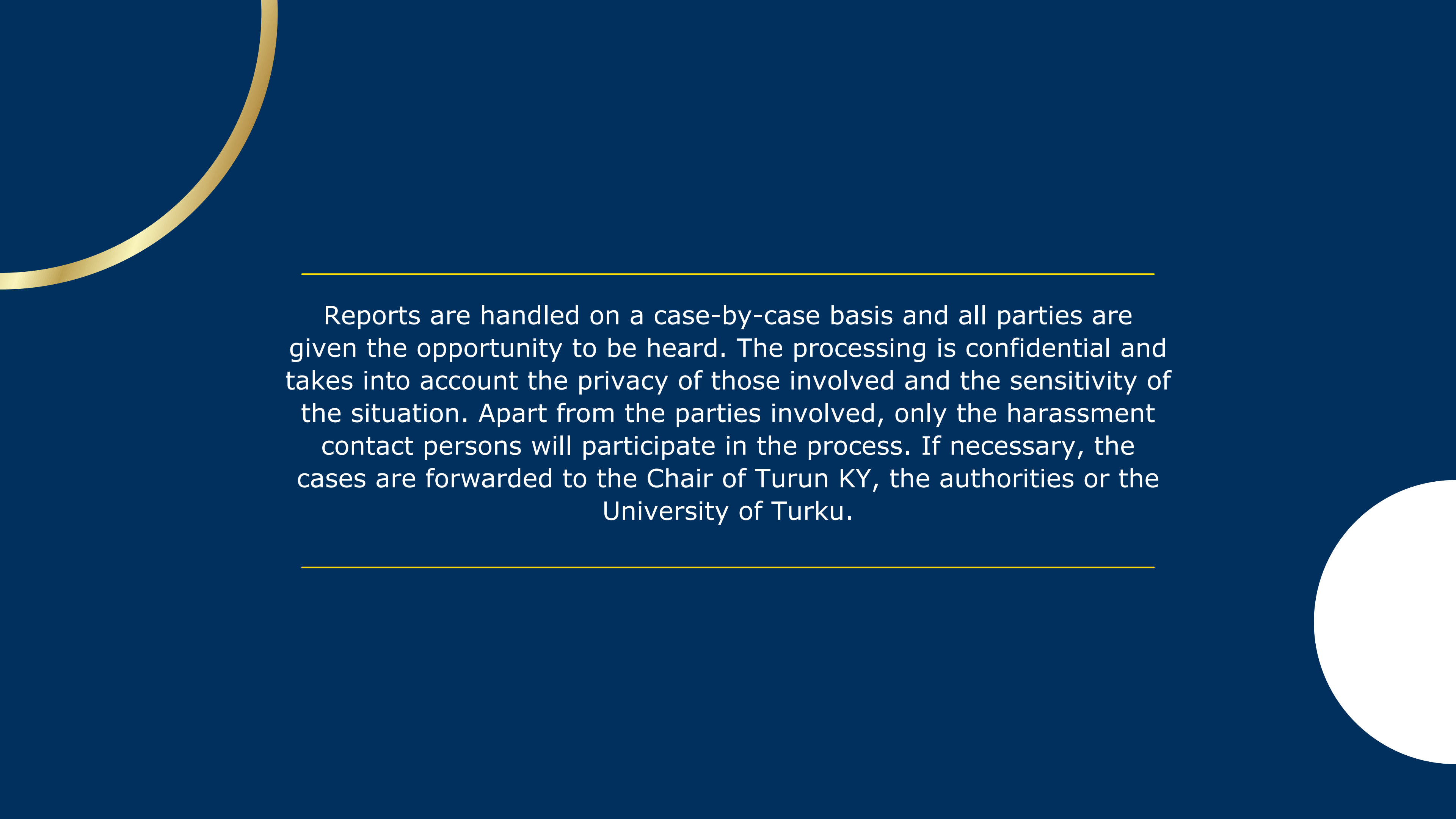
The experience of harassment and inappropriate behavior is subjective and often situational, and as outsiders, we do not judge others' experiences. Instead of silently accepting inappropriate behavior, we encourage everyone who experiences or witnesses it to take action.



DIRECTIVES

If you encounter or observe behavior contrary to Turun KY's ethical principles or values in interactions, events or premises under Turun KY, try to act according to the following steps.

1. If you encounter or witness inappropriate behavior, intervene in the situation if possible and ask the person to stop.
 2. If someone is in immediate danger, call the emergency number 112.
 3. Contact the organizer of the event, the harassment contact persons, a member of the Board of Turun KY, a tutor or another reliable person in the event and tell them what has happened, so the situation can be dealt with immediately.
 4. If possible, write down what has happened to make it easier to deal with the matter later.
 5. Report the incident to the harassment contact persons or to the Chair of the Board of Turun KY for further processing of the matter. If you wish, you can also contact any member of the Board, who will then refer the matter to the above-mentioned parties. You can also contact TYY's harassment contact persons, in which case TYY will handle the matter.
- + If you cannot intervene in the situation immediately, you can report inappropriate behavior afterwards via the contact form on Turun KY's website. The report can also be made anonymously, in which case it should be noted that the report may not necessarily lead to further measures due to the legal protection of the parties.



Reports are handled on a case-by-case basis and all parties are given the opportunity to be heard. The processing is confidential and takes into account the privacy of those involved and the sensitivity of the situation. Apart from the parties involved, only the harassment contact persons will participate in the process. If necessary, the cases are forwarded to the Chair of Turun KY, the authorities or the University of Turku.

Contact information

Harassment contact persons:

Helmi Kojonen, helmi.m.kojonen@utu.fi, +358 45 886 6761

Oskar Mäkelä, oskar.m.makela@utu.fi, +358 44 030 6014

Common email: hairinta@tuky.fi

Chair of the Board:

Emma Torniainen, puheenjohtaja@tuky.fi, +358 40 0932391

TYY's harassment contact persons:

Heta Laiho, tyy-viestintaasiantuntija@utu.fi

Ville Ritola, tyy-sopoasiantuntija@utu.fi

Emergency number 112



5 ABCs of the community behaviour



We take others into account and respect the environment and the people around us.



We represent Turun KY proudly, but appropriately. We will not tarnish the reputation of the blue overalls.



We do not act or speak in an offensive, discriminative or disturbing manner - even under the guise of a joke or a drunken state.



We intervene in situations where someone acts improperly and if needed we report the incident.



We value common assets and properties, as well as partners and stakeholders and their properties.



We let everyone decide for themselves whether they want to use alcohol or not in our events, without any pressure. As event organizers we offer non-alcoholic options equally alongside other options.



We do not use illegal substances in Turun KY's events or premises.

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ACTIONS AND PROCEDURES

Acting against the ethical principles of the document and the values of Turun KY may lead to measures. Possible sanctions are confirmed by a joint decision made by the Chair of Turun KY and the executive director based on the proposal of the party that handled the matter. During the proceedings all parties involved will be heard in order to form a correct picture of the situation and to ensure the legal protection of the parties. Sanctions are always agreed on a case-by-case basis, but possible sanctions include for example the following:



An individual or operator can be given a verbal or written warning, in which case the individual or operator will have the opportunity to correct their actions.



The event organizer has the right to remove an individual or operator from an event due to disruptive behavior. A temporary or permanent restriction on participation in events can also be imposed on an individual or operator.



In all activities the liability for damages to the association and partners is observed.



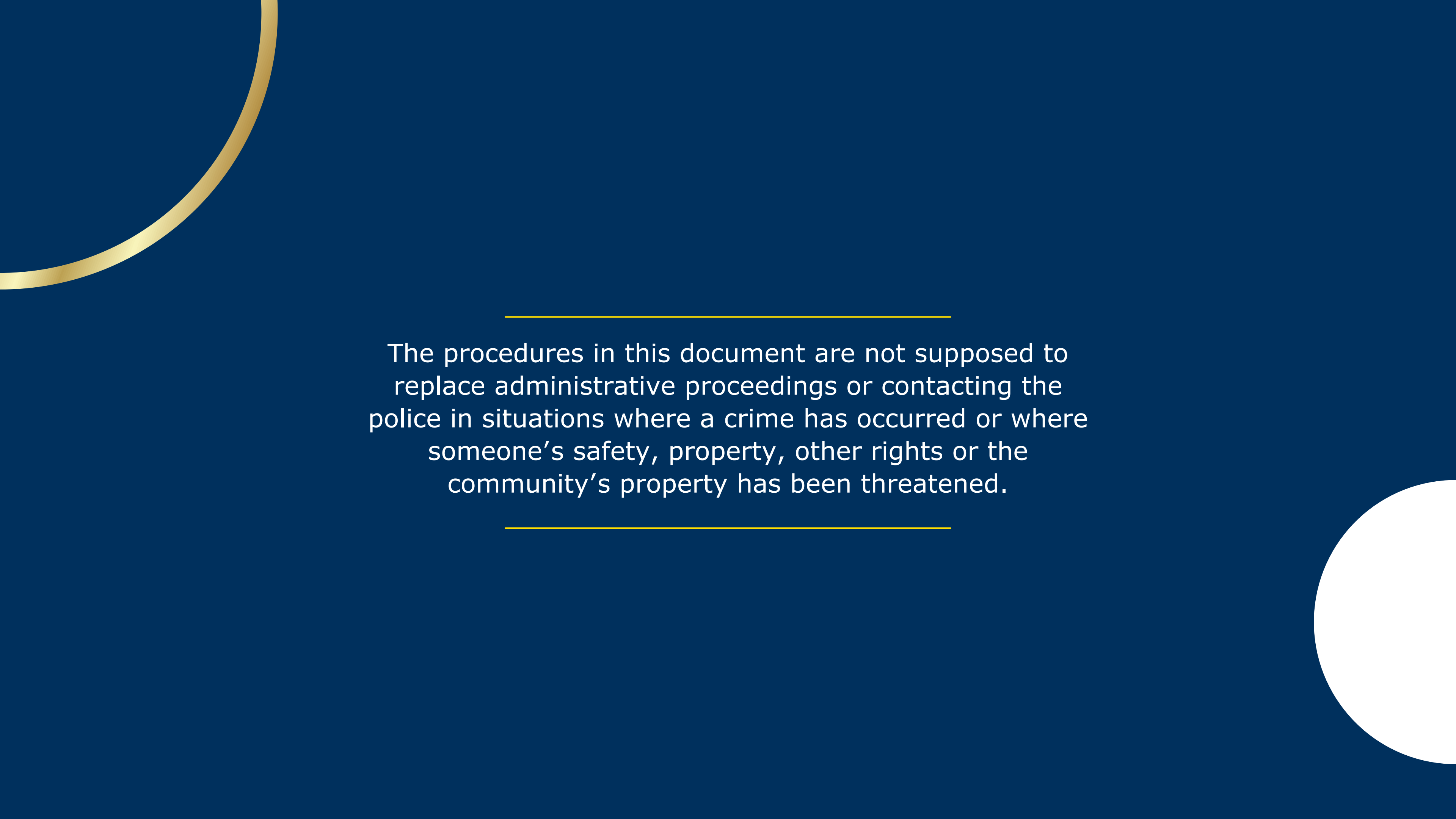
Operators may be subject to restrictions on the use of common facilities, communication channels or other benefits. In serious cases, an individual can be temporarily or permanently dismissed from an operator or a position of trust by the decision of the body that made the personnel selection.



In accordance with the rules of Turun KY, the Board can dismiss a member of the association if a member has seriously damaged the operations of the association or its members.



Matters related to studies or the operations of the University are brought to the attention of Turku School of Economics and the University. Matters that require official action are referred to the authorities for processing.



The procedures in this document are not supposed to replace administrative proceedings or contacting the police in situations where a crime has occurred or where someone's safety, property, other rights or the community's property has been threatened.

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COMMUNICATING THE DOCUMENT

The Board of Turun KY is responsible for communicating and updating the document. The document and the contact form for harassment contact persons can be found on Turun KY's website.

All new employees, trustees and tutors will be trained to act in accordance with the principles of the document in everyday life at Turun KY. The document and its principles will be communicated to the members through Turun KY's communication channels and new students will be introduced to the document annually as part of their orientation. The document will also be made known to external stakeholders.

The document will be updated annually to keep the contact details and channels of communication up to date. The actual content will be updated as necessary, but at the latest after the new strategy has been established for Turun KY.

