



Policy Manual

Roosevelt's All Student Association

As Approved by the GA on 30-10-2018

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Article 1: The Roosevelt's All Student Association (RASA)

I.1. Status of the Policy Manual

- 1.1.1. The Policy Manual functions as the bylaws to the Articles of Association. Only the Dutch version of the Articles of Association are legally binding.
- 1.1.2. The most updated version of the RASA Policy Manual is to be displayed on the RASA website and will be given upon request via email.
- 1.1.3. It is assumed that all RASA members are acquainted with the content of the Policy Manual.
- 1.1.4. The RASA Board will keep the members updated on proposed and approved changes to the Policy Manual.
- 1.1.5. The RASA Board and members can propose changes to the Policy Manual. These will be presented to the members and voted upon at a General Assembly (GA).

I.2. Language & Communication

- 1.2.1. The official language of RASA is English. As such, all internal documentation from the RASA Board and RASA Committees, as well as communication from the RASA Board and RASA Committees to the RASA members must be in English. With regard to external communication, it is at the discretion of the RASA Board members and RASA Committee Board members to decide which language is most appropriate to use.
- 1.2.2. The main form of communication between the RASA Board, Committees, and students is email. All official communication should be sent via email.
- 1.2.3. In each week of the academic year, excluding breaks, a digital newsletter will be sent out to all students promoting events of the upcoming week and outlining any important decisions taken by the RASA Board.
- 1.2.4. A GA can be summoned by convening notices, as mentioned in Article 13.1 of the Articles of Association, on the condition that all other requirements of Article 12 and 13 of the Articles of Association are met.

I.3. General Assembly Proceedings

- 1.3.1. The GA is the body of highest authority within the Association, and its status and powers are defined in Article 15 of the Articles of Association.
- 1.3.2. In case of inability to attend a GA, voting by proxy is allowed as is prescribed in Article 15.4 in the Articles of Association.
 - I. Proxy votes can only be cast on matters/items that are on the Agenda of the GA.
 - II. If an item on which a proxy vote is to be casted is not on the Agenda, a motion needs to be raised at least 48 hours prior to the GA which will subsequently be added to the agenda and communicated to the GA.
 - III. If a RASA member wishes to let another RASA member vote in their stead, they should inform the RASA IB at least 24 hours before the start of the GA by email.
 - IV. The preceding rules apply to every GA, except to a GA at which elections will take place. Rules on proxy voting at an Election GA are described in Article 2.2.1.VIII

I.4. RASA Events

- 1.4.1. A RASA event entails an event organized by RASA members in the name of the Association, which is open to all RASA members. Non-RASA members can be excluded at the discretion of the Society Board or the RASA Board.
- 1.4.2. In principle, all RASA members (including Board members) pay the participation fee for any RASA events they attend. However, a RASA member can request a waiver when the following conditions are met:
 - I. The RASA member provides a substantive service at the event;
 - II. The waiver is requested at the latest 48 hours before the event takes place and approved by the RASA board.;
 - III. The budget for the event is not exceeded.

It is at the discretion of the RASA Board whether such a request for a waiver or discount will be honoured. The request should always be cleared with the RASA Board within a week. RASA Board Members requesting a waiver or discount are to seek approval from the Independent Body (IB).

I.5. The Borrowing System

- 1.5.1. RASA members and Committees can borrow items from RASA for a limited period of time.
- 1.5.2. A record of borrowing is to be kept and updated by the RASA Board.
- 1.5.3. The borrowing is limited to a week of time. Under justifiable conditions, the RASA Board has the discretion to extend this time, to a maximum of 30 days.
- 1.5.4. The RASA Board reserves the right to, under justifiable conditions, request a borrowed item before the time it is due to be returned.
- 1.5.5. A repetition in untimely returns of borrowed items may result in refusal to proceed with a borrowing request in the future, as deemed right by the RASA Board.
- 1.5.6. Liability for the borrowed item lies with the person that has borrowed the item. If an item is borrowed by a Committee Board Member for Committee motives, the Committee Board bears liability.

Article 2: The RASA Board

2.1. Members of the RASA Board and Task Descriptions

- 2.1.1. The RASA Board consists preferably of six members, in accordance with Article 6 of the Articles of Association. The ideal composition is a Chairperson, a Secretary, a Treasurer, and three Committee Affairs Officers (CAOs).
- 2.1.2. The function descriptions of the members of the RASA Board are as follows:
 - I. RASA Board Members

All RASA Board members have general tasks that are not pinned to a certain position. The following tasks fall under this:

- I. Being a motivating factor for the RASA Board and its Committees;
- II. Being responsible for external communication;

- III. Ensuring that the Articles of Association and Policy Manual are respected;
 - IV. Maintaining a close working relationship with all Board members. Together they decide which course to follow in their policy and what resolutions are available for possible problems. Decisions are taken after adequate deliberation with the RASA Board;
 - V. Acting as the contact person for the Advisory Council (AC) and the IB.
 - VI. Ensuring that the successive RASA board receives a satisfactory transition.
- II. Chairperson:

The Chairperson carries the overall responsibility of the RASA Board and the RASA Committees. The following tasks fall under this function:

- I. Setting meetings, preparing the agenda and chairing the RASA Board meetings and GAs;
 - II. Maintaining a clear picture of the future of RASA;
 - III. Maintaining the internal operations of the RASA Board while keeping a general overview;
 - IV. Acting as the main contact person between the RASA Board and University College Roosevelt (UCR);
 - V. Ensuring the Policy Manual is properly revised and if necessary properly updated together with input from the RASA Board.
 - VI. Ensuring the actions of the RASA Treasurer are properly examined.
- III. Secretary:

The Secretary is in charge of all administrative aspects of RASA, with exception to the financial administration. The following tasks fall under this function:

- I. Taking minutes at every RASA Board meeting and providing them to the rest of the Board within a week;
 - II. Being responsible for the administration and archive system of the Association;
 - III. Appropriately managing all outgoing and incoming correspondence;
 - IV. Keeping track of the inventory and the supplies;
 - V. Keeping administration of membership.
- IV. Treasurer:

The Treasurer is in charge of all financial aspects of RASA. The following tasks fall under this function:

- I. Assigning every RASA Committee a budget in cooperation with the other members of the RASA Board;
- II. Keeping track of all of RASA's financial transactions and maintaining a record of this, as is prescribed by Dutch law for all chamber of commerce registered entities;
- III. Ensuring that the money is spent in the best interest of the Association;

- IV. Maintaining contact with third parties that provide services and goods for RASA;
 - V. Setting and evaluating long and short-term financial goals;
 - VI. Ensuring that the financial procedure, as outlined in Article 4 of the Policy Manual, is followed.
- V. Committee Affairs Officers:

The CAOs are each assigned a number of Committees and provide the link between the RASA Board and their Committees. The following tasks fall under this function:

- I. Meeting with their Committees on a regular basis;
- II. Reporting any updates concerning Committee issues and well-being to the RASA Board;
- III. Discussing budget proposals with the RASA Board and providing the Committees with feedback;
- IV. Helping to resolve internal problems within their Committees;
- V. Being present at events organized by any of their Committees as much as possible;
- VI. Being the contact person between the Committees and UCR;
- VII. Monitoring external relations of their Committees;
- VIII. Helping and supporting the Committees if possible;
- IX. Supervising the Society transition period.

2.1.3. Course Reduction

- I. The Chairperson, Secretary, and Treasurer of the RASA Board are obliged to drop two courses for both semesters they are in office.
- II. The CAOs are allowed to drop one course during the year they are in office. It is at the discretion of the CAO to find a solution for the shortage of credits.

2.2. RASA Board Elections and Re-elections

2.2.1. Election procedure

- I. Elections shall be held at the end of the spring semester of each year;
- II. Elections are open to all members as referred to in Article 4.1.A of the Articles of Association;
- III. The announcement of time, location and place of the Election GA must happen 4 weeks before the GA takes place;
- IV. Candidates must make their desire to participate in the elections known to the RASA Board by email at least a week before the elections are to take place;
- V. Candidates must write an election statement, which will be made public to all members prior to the elections. In the election statement the candidate must clearly specify the function they apply for;

- VI. Candidates must introduce themselves briefly at the GA by means of a short speech before voting. Those candidates that are unable to present themselves at the GA will be obliged to send in a digital recording of their speech or an official written statement by email, which will be read out by one of the RASA Board members during the GA;
- VII. All RASA members have the right to cast one anonymous vote for every position;
- VIII. RASA members who cannot attend the GA at which the elections will take place, may authorize another member to vote in their stead, which goes by the rules as mentioned in 1.3.2.
- IX. Representatives from the IB, who are neither running nor member of the current Board, will count the votes. After they approve the results, the winners per position will be announced.

2.2.2. Emergency election procedure

- I. Any vacancy arising in the RASA Board during the Board year shall be dealt with in one of the following ways:
 - I. By redistributing the tasks over the remaining Board members, subject to the provisions of Article 6.1 of the Articles of Association;
 - II. By appointing one of the remaining Board members to the vacant position and electing a new member to the Board, as specified in Article 7.2 of the Articles of Association;
 - III. By filling the position by electing a new member to the vacant position.

2.2.3. Any change in the composition of the RASA Board is subject to the approval of the General Assembly, in accordance with Articles 6 & 7 of the Articles of Association. In between the resignation and GA, the new composition will be named Interim, but be able to function to the full extent.

2.2.4. An Emergency Election GA can be called in 5 days, day of call and day of GA not taken into account.

2.3. Transition Period

- 2.3.1. The transition period will run from the election of the new Board until the first of August, when the newly elected Board will officially take office.
- 2.3.2. The members of the old Board shall make themselves available for questions from the new Board at all times during the transition period.
- 2.3.3. The old Board is required to meet with the newly elected Board, as often as either party deems necessary.
- 2.3.4. Each new Board member should be present at as many meetings of the old Board as possible, but at least one.
- 2.3.5. Should a new member feel they are not being properly trained, they may contact the AC for extra guidance.

- 2.3.6. At the end of their year in office, the old Board will compile an evaluation of how the Association was managed in the past year as well as update the Board Book. This evaluation and Board Book serves as a guide for the new Board.

Article 3: RASA Committees

3.1. Committee Structure

- 3.1.1. Certain Committees will be referred to as Teams. These are Committees that work towards a specific goal or event which is in the interest of the student body of RASA.
- 3.1.2. Certain Committees will be referred to as Societies. These Committees represent a particular interest of a significant part of the student population.
- 3.1.3. All Committee boards shall be comprised of only RASA members.

3.2. Responsibilities and Liabilities of the Committees

- 3.2.1. Any material damage to RASA property caused by negligence of a RASA Committee or a RASA member acting as a Committee representative will be compensated for from the budget of the Committee for the semester in which the incident occurred. Should the value of the damaged property exceed the value of the Committee Budget, then the RASA members will be liable for the damage of property.

In all instances of destruction of RASA property, the RASA Board will make a decision to:

- I. Hold a Committee Board liable, pursuant to article 3.2.2;
 - II. Hold an individual RASA member liable;
 - III. Cover the costs in part, or in full, from the reserves of RASA.
- 3.2.2. Complaints against the functioning of Committee Board members are to be brought to the attention of the RASA Board. The RASA Board will examine the matter and provide reconciliation. If the complaint concerns an individual Committee Board Member, the CAO of the Committee in question is to attempt to reconcile the parties to the best of their ability and in good faith. Complaints which cannot be placed solely on the individual in question could be placed on the Committee as a whole.
- 3.2.3. Should a need for sanctioning arise, the nature of the sanction will be decided by the RASA Board, and it may include official warnings, suspension of a RASA membership, or suspension of a society. The sanction may also come in different forms, at discretion of the RASA Board.
- 3.2.4. A Committee or the RASA Board is not obliged to delay or cancel any event or activity if members are not present or late. RASA is not liable for any personal financial losses incurred as a result.
- 3.2.5. The societies are given a Society Handbook by the RASA Board at the start of each Semester. The Society Handbook specifies regulations and procedures that societies have to work by. The Handbook is binding for societies. Revisions to the Society Handbook can be made by the RASA Board throughout the year. The Society Handbook will be posted online and changes made will be announced to all members via the RASA Newsletter. If a member does not agree with the change, they can raise this by email to the RASA Board within one week, which will postpone the change to the upcoming GA.

- 3.2.6. The Teams are given a Team Handbook by the RASA Board after the team is elected. The Team should use the Team Handbook as a guideline for their following actions towards their event/goal. Revisions can be made by the current Team throughout the year in cooperation with the RASA Board.
- 3.2.7. If a Committee exceeds their budget for individual events or items, without explicit permission of the RASA Board and without justifiable circumstances, only the approved budgeted amount will be reimbursed. Reallocation of budget between events or items is not possible, and will not be granted under any circumstances with the view to ensuring responsible budgeting practices.
- 3.2.8. In case of intended or severe neglect by a Committee Board member, this person can be held personally accountable for the incurred costs.

3.3. Conflicts between the RASA Board and the Committees or their Members

- 3.3.1. Every Committee member has the right and duty to mention to the RASA Board if they feel any RASA Board member has been acting unjustly or failing to fulfil their duties, and vice versa.
- 3.3.2. Any RASA Board or Committee member as well as any other member of RASA the right to bring forward to the IB any issue concerning the business of RASA and its committees they may have with a specific RASA Board Member or Society Board Member. It is the duty of the IB to act as a mediator and propose solutions to resolve the issue.
- 3.3.3. If the RASA Board cannot settle the problem with the Societies or members in question, the RASA Board can take several steps, depending on the nature of the problem:
 - I. The RASA Board can freeze the funds of the Committee until the problems are solved;
 - II. The RASA Board can decide to expel people from (the Board of) the Committee;
 - III. The RASA Board can decide to suspend, disband, or merge the Society following the procedures in Article 3.5;
 - IV. The RASA Board can bring forward other solutions, in instances where the aforementioned do not apply.
- 3.3.4. If a Committee Board disagrees with a sanction of the RASA Board, it can appeal to the IB as mentioned in Article 6.1.4.

3.4. Society Establishment and Setup

- 3.4.1. Prerequisites for new societies:
 - I. A Society should not already exist with a similar purpose to the Society that is to be established;
 - II. The Society should serve the interests of a significant part of the student population. What is to be considered significant is left at the discretion of the RASA Board;
 - III. The Society events pose no undue burden on participation for all RASA members and the Society itself should serve a social function.
 - IV. The Society composition in terms of Society Board members is subject to negotiation and agreement between the new Society members and the RASA Board.

3.4.2. The plan for a new Society

3.4.2.1 The new Society has to present a plan of action to the RASA Board by email.

3.4.2.2 RASA Board will ask for particular criteria in deciding whether or not to give the new Society official RASA status. The criteria can include:

- I. A clear outline of the purpose and profile of the Society;
- II. A preliminary agenda for at least one semester. This plan should include a number of activities and the way they can be organized;
- III. A budget proposal, which should contain an approximate description of the costs of the activities included in the Society's plan and the possibilities of raising the necessary funds;
- IV. An indication of the number of people that have shown interest in the proposed activities.

3.4.2.3 If the RASA Board decides to accept the establishment of the Society, both parties will sign a binding document confirming this. If the RASA Board does not decide to accept the establishment of the Society, they will provide a written justification for this decision.

3.4.3. The structure of a Society

3.4.3.1 Members of a Society

- I. RASA members can be members of all societies, they will become active members of a Society when they have attended at least two meetings over the past two semesters (including the current one). Only active members have the right to vote during their Society's elections.
- II. In all other cases where alternative membership criteria are reasonably required, it is left at the discretion of the RASA Board and Society Board to decide on these.
- III. The Secretary or Admin of the Society will keep an updated list of all current active members of their Society.
- IV. A Society shall exist out of at least 10 active members. If this requirement is not met before the Society Board election period at the end of the semester, the RASA Board can suspend the Society.

3.4.3.2 Society Boards

- I. Each Society Board should consist of at least a Chairperson, and Treasurer/Admin.
- II. All RASA members are allowed to run for any position within a society Board, except for situations outlined in 3.4.3.2.
- III. New Society Board members will be elected by the active members of that Society and will be in office for one academic year. Elections are held on a closed ballot basis supervised by a RASA Board member.
- IV. In case of a tie in votes there will be a re-vote by those present at the first voting round.

- V. Should the re-vote not break the tie, it is up to the CAO of the Society and the Society Board to select a just manner by which the Society member will be elected.
- VI. Outside the Society, the main function of the Society Board is to represent the Society and to collaborate with the RASA Board.
- VII. Society Board positions cannot be filled by RASA Board members.
- VIII. RASA members may hold, in principle, no more than one Board position at the same time. When members want to run for a second position in another society Board, they can only do so when there are no other candidates for that particular function. In case of partially overlapping terms of Societies, it is at the discretion of the RASA Board member responsible to decide upon the matter.

3.4.4. Society Election Procedure

- I. The RASA Board will send a call for Society elections to all RASA members via email containing a preliminary date, time and location, and set a deadline for signing up which should be at least seven days before the elections. Before the first deadline, all RASA members are allowed to run for only one position at a time.
- II. In the case a member wishes to run for a new position within the same Society Board before their current term has ended, they will have to give up the current position in order to be allowed to run.
- III. Members running for a position need to notify the RASA Board by email.
- IV. The RASA Board will publish an overview of all open positions and the candidates, after which a second round of signing up will take place. During this second round, which lasts until 12 hours before the election is held, members are free to run for any position still without a candidate after the first deadline.
- V. Proxy voting is not allowed during Society elections.
- VI. If RASA members enter during the election procedures after the first candidate has started their speech, they are excluded from voting.
- VII. Society elections are to be held at the expiration of term of a Society Board Member. Elections may also be held in the beginning of Fall Semesters to fill any position that was left unfilled.
- VIII. Extraordinary elections for a Society may be called for within 2 weeks of the resignation of a Society Board Member.

3.5. Society Suspension, Disbandment, and Merging

3.5.1. Suspension

3.5.1.1 There are two conditions under which a Society is suspended:

- I. The Society Chairperson or treasurer resigns without replacement drawn from remaining Society Board members;
- II. When a Society does not function well, at discretion of the RASA Board and in line with articles 3.2, 3.3, and 3.4.

3.5.1.2 Upon suspension, the budget of the Society will be frozen and, the remaining Society Board will stop organizing new events.

3.5.1.3 The RASA Board can choose to withdraw the suspension of a Society Board if a RASA member presents them with a written proposal by email.

3.5.2. Disbandment

3.5.2.1 There are two conditions on which a Society is disbanded:

- I. A Society is suspended for more than one full semester;
- II. Society does not have enough active members, 10, as specified in 3.4.3.I.IV, to warrant budget.

3.5.2.2 Upon disbandment, the Society will become inactive and no elections will take place by default. It is up to student initiative to revive the Board from this state, using the procedure outlined in Article 3.4.2.

- I. During the GA following a disbandment, RASA members will be asked for approval of this decision. If no approval is given, the Society will instead be put on suspension and new elections will be held.

3.5.3. Merging

- I. The RASA Board and two or more Society Boards may decide to merge the Society Boards because of reasons such as, but not limited to, having too few active members (as specified in 3.4.3.1.II) or having an overlapping goal.

3.6. Societies and Their Relationship with Their CAO

3.6.1. The CAOs are the contact persons delegated by the RASA Board to negotiate and collaborate with the boards of the societies, with whom they have to have meetings on a regular basis.

3.6.2. At the end of a semester, the respective CAO will contact their Society to conduct:

- I. A reflective self-evaluation of the Society Board's performance;
- II. An evaluation of the RASA Board's performance regarding the respective Society. It is encouraged for both the old and new Society Board to be present at this meeting.

3.6.3. It is generally expected from all society Board Members to attend the meetings with their CAOs, while scheduling of the meeting and providing meeting structure falls onto the CAO.

3.6.4. If the Societies are unsatisfied with the way their CAO represents them or collaborates with them, a complaint can be brought to the RASA Board and when necessary to the IB, which will then decide on the case.

3.7. Team Establishment Setup

3.7.1. Prerequisites for Team establishment

- I. A Team should bear the responsibility for a specific ~~an~~ event, goal, or product of RASA. What is to be considered essential or of special importance is left at the discretion of the RASA Board.

3.7.2. The plan for Team Establishment

3.7.2.1 A draft for the Team Handbook has to be presented to the RASA Board. This draft should make clear that the prerequisites (see Article 3.7.1) are fulfilled and should contain the points stated hereafter.

- I. A mission statement and objectives of the Team;
- II. A timetable for the period the Team is active which should include all its activities. A Team is active from the formation until the conclusion of its activities;
- III. A budget proposal, which should contain an approximate description of the costs of the activities included in the Team's plan and the possibilities for raising the necessary funds;
- IV. The minimum and maximum number of Team members;
- V. Description of Board positions and their responsibilities;
- VI. Exceptions in the selection procedure for the specific board positions.

3.7.2.2 The RASA Board will decide whether the product or event is essential or of significant interest to RASA. In case the RASA Board agrees on the special importance of the product or event, this Handbook will be finalized. The RASA Board can also refuse the proposal providing a written justification for this decision.

3.7.3. The structure of a Team

3.7.3.1 Members of a Team

- I Membership of a Team is open for all RASA members.
- II Each Team should have Board positions that fulfil the responsibilities of a Chairperson and Treasurer/Admin. All other members have the position of general Board members unless specified otherwise.
- III Two weeks prior to the activation of the Team, a call for Team members shall be announced to all RASA members.
- IV At the activation of the Team, Team members will be selected to fulfil the Board positions which are specified in the Team Handbook. The selection will take place through discussion within the Team. In case of no agreement an election within the Team will be held. Elections are held on a closed ballot basis.
- V Selection and election will take place under the supervision of a RASA Board member, who is not a member of the Team.
- VI Board positions are held for a period the Team is active.
- VII Exceptions in the selection procedure are described in the Team Handbook. In case a member leaves the Team, the vacant tasks will be redistributed amongst Team members.
- VIII To ensure good cooperation with the RASA Board and an optimal knowledge transfer, at least one RASA Board member will be a member of the Team.

- IX In exceptional cases, Teams can have non-RASA members. The exceptionality of these cases is assessed by the RASA Board, and decisions are made at their discretion.
- X In case of too many applications, an election among the applicants will be held.
- XI Elections are held on a closed ballot basis. Any applicant can cast votes for either two or three different candidates, including him or herself. The number of votes is dependent on the size of the Team to be formed, and is specified in the respective Team handbook. Additional criteria are specified in the Team handbooks.
- XII If a team member wants to leave their Team, the RASA Board should be notified by email.

3.8.4 Team Handbook

3.7.4.1 The Team member that fulfils the responsibility of the Chairperson is given the Team Handbook by the RASA Board at the activation of the Team. This Handbook provides guidance for the Teams. Revisions can be made by the Team and the RASA Board throughout the year. At the end of the active Team period, the handbook is expected to contain:

- I The budget of the Team;
- II A description of the organized activities;
- III A self-evaluation;
- IV A list of external contacts, to be added to the Team Handbook.

3.8. Shared Teams

3.8.1 If the need arises for a RASA Committee to cooperate with external parties very extensively, the RASA Board can initiate establishment of a shared Team. The Team can be formed under the following conditions:

- I This should happen under the explicit agreement of both parties;
- II A binding partnership agreement should be written up and agreed upon by both parties;
- III A financial outline, including liability structure, will be presented and raised at a GA.

3.8.2 The Team will consist of 3 RASA Members and 3 members chosen by the Common House Elliott Foundation Board (CHEF) Members:

- I The goal of the Team is to host RASA parties.
- II The Team can request a budget via the RASA procedures as outlined in clause 4.1
- III The Team will have a RASA member, (as any other society) to be the contact person between the team and the RASA Board.
- IV The respective responsibilities of RASA and CHEF regarding this Team can be found in the most recent version of the Partnership Agreement.

Article 4: Financial Procedures

4.1. Allocation of the RASA Budget

- 4.1.1 The allocation of the RASA budget is primarily meant to ensure the establishment and the efficient continuity of the RASA Committees. Money will be made available to enable the Committee to organize activities.
- 4.1.2 Every Committee hands in a budget proposal to the RASA Board by email with the expected needed funds for that semester before the deadlines set by the RASA Board.
- 4.1.3 The RASA Board shall make a division of the budget based on the budget proposals of the Committees and present this to the Budget GA of every semester.
- 4.1.4 Budgeting for personal items will not be allowed, unless at the discretion of the RASA Board in exceptional cases.
- 4.1.5 Any contract that exceeds the Board year of the RASA Board members signing that contract needs to be passed through the GA.

4.2. Sponsoring

- 4.2.1 Sponsoring, whether with financial or material means, may only take place after approval of the RASA Board.
- 4.2.2 Committees can attempt to find an external sponsor for their expenses. This shall always happen in cooperation with the RASA Board.

4.3 Procedure for Financial Transactions

- 4.3.1 The RASA Board discourages the use of cash money and tries to use money transfers as much as possible.
- 4.3.2 The RASA Treasurer needs the permission of the RASA Chairperson to make any payments above an amount agreed upon by the RASA Board mentioned at the first budget GA during every academic year. When there's a change throughout the year RASA members will be notified via email.
- 4.3.3 When a RASA member has made an expense, they have to fill out the reimbursement form no later than four weeks after the expense has been made.
- 4.3.4 All expenses will be reimbursed within 2 weeks or the RASA Treasurer must provide a valid reason for the delay.

Article 5: Code of Conduct

- 5.1 All RASA members are expected to treat each other with respect and not to discriminate each other on any grounds.
- 5.2 The RASA Board shall consider complaints made by any person against any RASA member with respect to:
 - I Misconduct at events or activities organized by the RASA Board or any of its Committees;
 - II Sexual, racial, religious or any other form of personal harassment;

- III Theft of or damage to RASA or personal property;
 - IV Actions contrary to the Articles of Association and the bylaws.
- 5.3 After careful consideration of the situation, the RASA Board is entitled to issue the following sanctions:
- I Official warning;
 - II Suspension;
 - III Expulsion from RASA and the advice for the issuing of social probation to the Board of Studies.
- 5.4 Official warnings are considered for any minor non-physical misconduct or for less severe damage or theft. Official warnings are issued when the misconduct is serious enough to be mentioned but not considered grave enough for any further action. If, however, one is to receive repeated warnings within one academic year, a suspension will be considered.
- 5.5 Suspension involves the expulsion from all or any of the RASA facilities and Committee activities for a definite and predetermined period of time.
- 5.6 In the case of repeated or severe physical violence, repeated or severe sexual harassment, or proof of substantial theft or damage two actions can be taken, other than notifying the relevant authorities when necessary:
- I Expulsion; this is the permanent and non-refundable cancellation of RASA membership, access to RASA facilities and events and forthcoming membership rights;
 - II Advice for the issuing of a social probation, which consists of a letter directed to the management of UCR informing it of the relevant events and the RASA Board's reasons for recommending social probation.
- 5.7 Any material loss or damage arising from the misconduct shall be compensated by the offender.
- 5.8 All complaints, which result in sanctions, will be reported to the Managing Director of UCR.
- 5.9 All complaints and hearings will be processed with the maximum amount of discretion and shall not be published in any form.
- 5.10 A RASA Board member, both in person and by email, shall execute the notification of the sanction. If deemed necessary, the RASA Board can decide to make the name of the offender, the offence, and the punishment public.
- 5.11 Appeals can be made to the IB (see Article 6) within one week after notification of the sanction.

Article 6: Organs

6.1 Independent Body

6.1.1 Tasks & Status

6.1.1.1 The IB's tasks are threefold:

- I Acting as an appeal court to settle disputes between the RASA Board and another Board, a RASA member or another party that cannot be settled internally;

- II Auditing the accounts of the RASA Board once every semester;
- III Counting votes at a RASA GAs.

6.1.1.2 The IB shall meet at least once a semester and it is the responsibility of the Chairperson of the IB to make sure that this takes place.

6.1.1.3 The decisions of the non-auditing part of the IB cannot be refuted internally, except by a two-thirds majority on the GA.

6.1.2 Independent Body Membership

6.1.2.1 Members of the IB are appointed for an undetermined period of time by the GA. When a member wishes to resign, the member should inform the chairperson of the IB three weeks in advance by email. The GA can also dismiss members.

6.1.2.2 Only RASA members are eligible for IB membership.

6.1.2.3 At the beginning of the fall semester, the Chairperson of the IB should evaluate who will stay member of the IB in that Board year.

6.1.2.4 Newly proposed IB Members shall be presented at the GA upon which the GA votes on the whole group.

6.1.2.5 Membership to the IB has several restrictions:

- I The IB will consist of a minimum of five members;
- II Prior to their appointment, the Chairperson and Secretary should preferably have been in the IB.

6.1.2.6 At the start of every academic year, the IB chooses a Chairperson and a Secretary from its members, who may not be in a Committee Board unless otherwise not possible.

6.1.3 Auditing

6.1.3.1 A month before the Budget GA, the Treasurer of the RASA Board shall present the results (of the prior semester) to the IB for an audit.

6.1.3.2 During the auditing period, the RASA Board and its Committees shall be available to answer any questions or further inquiries from the IB.

6.1.3.3 The audit shall be executed by the Chairperson of the IB and two other members of the IB, chosen from among the IB members on a yearly basis. The members of this Committee inside the IB cannot be part of the auditing process when they are or have been involved in the audited Committee.

6.1.3.4 The auditing Committee shall present its findings at the first upcoming GA.

6.1.3.5 The audit may result in a binding advice to the RASA Board.

6.1.3.6 The IB can sanction the RASA Board members, Committee Board members, or RASA member to compensate inexcusable losses or expenditures. This decision can be overruled by a 2/3 majority of at least half the member base, or 2/3 majority on two consequent GA's.

6.1.4 Appeals

- 6.1.4.1 In the case that a member wishes to appeal to a RASA Board decision, the member must contact the IB by email within one week of being informed of the sanction or decision by the RASA Board.
- 6.1.4.2 After receiving such an email the IB must confirm receiving the complaint and set a date for a hearing. This hearing must take place within one week upon receiving the email.
- 6.1.4.3 The IB will review the complaint, using the Articles of Association and Policy Manual of RASA.
- 6.1.4.4 When an appeal is accepted, the IB shall review whether there are any conflicts of interest between IB members and the relevant actor exist that might influence the objectivity of the appeal. If there is any such conflict the relevant member shall not be involved with the appeal.
- 6.1.4.5 All transcripts made by the RASA Board during the investigation process shall be made available to the IB for review.
- 6.1.4.6 If it is deemed necessary the IB can instigate further hearings of any of the parties involved, including the RASA Board itself.
- 6.1.4.7 The IB's decision is binding within the context of RASA membership and it is up to the RASA Board to carry out this decision.

6.2 The Advisory Council

- 6.2.1 The Advisory Council provides the RASA Board with advice to ensure the RASA Board has a reference to earlier experience and policy advice, when either party considers this helpful or necessary.
- 6.2.2 The Advisory Council's advice is non-binding; it is at the discretion of the RASA Board to what extent to use the advice.
- 6.2.3 The Advisory Council consists of former RASA Board members.
- 6.2.4 The Advisory Council is selected by the RASA Board.
- 6.2.5 The Advisory Council shall have a minimum of 4 and a maximum of 7 members, with each RASA Board position represented. Members are appointed for a Board Year and can resign on their own accord anytime.
- 6.2.6 When a vacancy arises, the RASA Board may appoint new members at their discretion.

Article 7: The University College Student Representatives of the Netherlands (UCSRN)

- 7.1 RASA will be a member of the UCSRN and abide by its Articles of Association.
- 7.2 The UCSRN Articles of Association shall be attached to the Policy Manual as Annex A.
- 7.3 Any change to the UCSRN Articles of Association shall be brought before the GA for RASA to be able to participate in the UCSRN.
- 7.4 Of the six UCR delegates at UCSRN GA's, a minimum of 1 delegate needs to be a RASA Board member. Delegates are required to be briefed by the RASA Board member representing RASA in the UCSRN.

- I The procedure for electing UCSRN delegates will be done in the same manner as the procedure for elections of society Boards, as described in Article 3.4.4;
- II Every RASA member can run to be elected as UCSRN delegate;
- III Every RASA member can vote for the UCSRN delegates;
- IV Delegates on behalf of RASA Board will be put forward by the RASA Board themselves;
- V Directly elected delegates will hold their position until the end of one UCSRN year.

Article 8: Annex

- 8.1 The documents listed below shall be considered as added to the Policy Manual. These documents do not need to pass through a GA to adopt or amend them, but approval is needed from all parties mentioned before any such act can take place:
 - I UCSRN Articles of Association. By: RASA Board, Member Boards of the UCSRN, and the RASA GA.
 - II Partnership Agreement Common House Elliott and RASA. By: RASA Board and CHEF Board.