

A close-up photograph of a wine bottle being poured into a row of glasses. The liquid is a light yellow color, and the glasses are filled with a reddish liquid. The background is blurred, showing more glasses and a warm, yellowish light.

Alcohol Policy

Alcohol consumption: not by default

uva.nl

Alcohol Policy

Alcohol consumption: not by default

Version 1.1

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1. Background

The University of Amsterdam (UvA) strives for a healthy, socially safe and inclusive working and study environment. The consumption of alcohol can be harmful to health (Appendix 3), lead to dangerous situations, negatively affect study and work performance and exclude students and staff who do not drink. The UvA recognises the problems surrounding excessive alcohol consumption and considers it important to raise awareness of the consequences of alcohol consumption for the health of students and staff. The alcohol policy provides the structure and direction for the implementation of the policy by means of a plan of action (Appendix 1) and a communication plan (Appendix 2).

In the National Prevention Agreement¹, the government states that it wants to reduce problematic alcohol consumption, because alcohol consumption can be harmful to health. Excessive alcohol consumption affects the well-being of students and study performance. It is particularly harmful for young people. The aim of the prevention agreement is to reduce the number of studying young adults who drink excessively² or problematically³ by 50% between 2018 and 2040. This target has been endorsed by the Association of Universities in the Netherlands (VSNU)⁴ and the Netherlands Association of Universities of Applied Sciences (VH).

¹ National Prevention Agreement towards a healthier Netherlands, Ministry of Health, Welfare and Sport, November 2018.

² Definition of 'excessive alcohol consumption' (CBS, 2017): drinking 14 (women) and 21 (men) standard glasses of alcohol per week.

³ Definition of 'problematic' alcohol consumption: a drinking pattern that leads to physical complaints and/or psychological or social problems that prevent existing problems from being adequately addressed. The amount of alcohol consumed is not a determining factor in the diagnosis. (Schulte et al, 2014).

⁴ The VSNU has a facilitating role in the alcohol policy at Dutch Universities. The VSNU has made agreements on this with the Ministry of Health, Welfare and Sport and the National Institute for Public Health and the Environment (RIVM). The aim is to ensure that all universities have an alcohol policy by the end of the year, using each other's input and help.

2. Scope

The alcohol policy follows the legal framework (Appendix 5) and applies to both staff and students of the UvA who consume alcoholic beverages. Despite the fact that the problems differ between staff and students, it was decided not to prepare a different policy for these groups. The study, student and sports associations are part of the policy. The UvA is linked to the associations through subsidies (administrative body membership grants) and has the possibility to impose conditions on the associations, for example through the code of conduct and the Alcohol & Social Safety Covenant. Covenants will also be concluded with the study associations over time ⁵. Any excesses in alcohol consumption may harm the image of the UvA.

The alcohol policy does not apply to:

- Staff and students of the UvA who are abroad because of their work or their study programme at the UvA.
Explanation: This depends on local laws and regulations.
- Student accommodation
Explanation: The UvA has no responsibility or duty of care with regard to students in private situations in student accommodation ⁶.
- Controlled alcohol consumption by trial subjects in the context of scientific research.
Explanation: These studies must be submitted to the faculty's ethics committee for approval prior to the research.

⁵ This covenant is particularly intended to increase students' sense of responsibility towards each other in terms of alcohol consumption. In addition, the covenant should contribute to raising awareness of the effects of (excessive) alcohol consumption.

⁶ AUC student accommodation ('dorms') falls under DUWO, and the AUC has no formal/legal responsibility or duty of care. The AUC has a Social Code of Conduct that deals with behaviour in both academic buildings and student accommodation. This concerns behaviour or actions that threaten the safety/well-being of the AUC community ('inappropriate social conduct is ultimately at the discretion of the Dean, but includes any behaviour or action that seriously threatens the physical, psychological, or social well-being or the experienced safety of a student or any other member of the AUC community').

3. Current situation and existing measures

There are several catering establishments on the UvA premises where alcoholic beverages are sold. An overview of catering establishments where alcohol is served is included in Appendix 4. There are also a large number of events where alcohol is served to staff, students and guests, visitors and other third parties. Alcohol is served at receptions, events, team lunches, team dinners and other social activities. Students can also consume alcohol at meetings of student, study and sports associations.

In order to make alcohol consumption less common and reduce excessive and problematic alcohol consumption, the following measures are already in place:

House rules and code of conduct

The *UvA-wide framework for house rules and the code of conduct for buildings, facilities and grounds of the UvA*, dated 30 September 2015⁷, states that the use and trading of tobacco, alcohol and drugs is not permitted. Exceptions to the consumption of alcohol may be made in designated areas and for certain activities. In consultation with the municipality and the police, signs prohibiting the consumption of alcoholic beverages have been placed at the REC. These signs have been placed to prevent annoyance caused by excessive alcohol consumption and to make it possible to call people to account.

Code of Conduct and Covenant on Alcohol and Social Safety for Student Associations

The use of alcohol during the promotional and introductory period of student associations is included in the Code of Conduct (Appendix 6). To promote the smooth running of the introductory period of the student associations and to prevent problems, a code of conduct is signed annually. The Code of Conduct is an agreement between the Executive Boards of the UvA, AUAS and VU Amsterdam and the Amsterdam Chamber of Associations (AKvV) and its 24 member associations. The board or senate of the student and sports association is responsible for enforcing the aforementioned rules on alcohol for prospective members. The board or senate is also responsible for a restrictive alcohol policy during the introductory period of the members of the introductory period committee, its subcommittees, the boards of debating societies and the other members of the association. In addition, the AKvV has the student associations sign an annual alcohol covenant (Appendix 7).

Introduction week

During the introduction week, alcohol consumption is not allowed before 17:00 hours and students wear a digital wristband linked to their name, age, etc. When ordering, the wristband is scanned and the bar immediately knows the person's age and whether there is sufficient balance. In addition, the participants aged 18+ always wear a separate colour-coded wristband, so that at external venues (Paradiso, Melkweg) the people behind the bar also know whether someone is 18+. Furthermore, during the introduction week, light-hearted campaigns are organised for first-year students at different times in association with Jellinek to create awareness of excessive alcohol consumption.

⁷ See website UvA.nl: <https://www.uva.nl/shared-content/studentensites/uva-studentensite/nl/az/huis-en-gedragregels/huis-en-gedragregels.html> The Faculty of Sciences has the additional rule that no alcohol may be consumed in the faculty's buildings until 17:00 hours.

4. Objective and additional measures

The objective of the alcohol policy in 2021 is to make the use of alcohol less of a given⁸ and to reduce excessive and problematic alcohol consumption by:

- Increasing awareness of the effects of (excessive/ problematic) alcohol consumption and creating an open culture of discussion about the use of alcohol;
- Taking responsibility for each other in the case of excessive/problematic alcohol consumption.
- Offering non-alcoholic drinks more explicitly and thereby breaking drinking habits;
- Making available information for support to students or staff who are affected by excessive/problematic alcohol consumption.

The following additional measures are needed to achieve this objective:

Prevention and awareness

- Ensuring that the alcohol policy is easy to find and view online.
- Ensuring that relevant target groups have knowledge about the existence and content of the alcohol policy.
- Raising awareness of what excessive/problematic alcohol consumption is.
- Raising awareness of the consequences of (excessive/problematic) alcohol consumption.
- Ensuring that relevant target groups are aware that help is available for problematic alcohol consumption at the UvA and where this is available.
- Generating more awareness of the UvA's attitude to alcohol: alcohol consumption is not essential.

Rules and agreements

- Expanding the UvA's house rules and code of conduct on alcohol consumption in the buildings and on the grounds for which the UvA is responsible.
- The faculties will ensure that a covenant is signed with the study associations⁹.
- The caterers actively apply nudging of non-alcoholic beverages. Nudging is a strategy for guiding the user's choice into the desired direction of non-alcoholic beverages.

Support

Ensuring that the head of department, the student counsellor, the student adviser, the supervisor and the director can identify problematic alcohol consumption at an early stage, have the tools to discuss alcohol consumption and know that help is available and where it can be found.

⁸ Also bearing in mind teetotallers and staff or students who do not drink alcohol for ideological, social or health reasons.

⁹ This covenant is particularly intended to increase the students' sense of responsibility towards each other when consuming alcohol. In addition, the covenant should contribute to raising awareness of the effects of (excessive) alcohol consumption.

Supervision and enforcement

Strengthening the supervision of the house rules and code of conduct on alcohol consumption by building managers, reception staff and security. The security department ensures that the person or persons concerned are called to account.

Appendix 1 contains the plan of action with the measures to be taken and who is responsible for its implementation.

5. Responsibilities

Executive Board

The Executive Board holds final responsibility for the alcohol policy. Every year, the Executive Board, together with the AUAS, VU Amsterdam and the Amsterdam Chamber of Associations (AKvV) and its member associations sign the code of conduct for the promotional and introductory period of student associations.

Heads of department

Heads of department can signal excessive alcohol consumption among staff if it causes a problem or puts a strain on the quality of work, teaching or research. For this purpose, they must be able to recognise the signs of alcohol consumption. The head of department can seek advice from the occupational health and safety service in case of problematic use or refer to the occupational health and safety service for assistance.

Faculties and services

The faculties and services contribute actively by increasing awareness among students about the use of alcohol and by supporting the application of nudging.

Student counsellors, study advisers and supervisors

Student counsellors, study advisers and supervisors have an important role in giving guidance to students. They can pick up on any signs of problems at an early stage, raise these problems and refer students to help from addiction services. The regional prevention department of addiction care can play a role in the additional training of staff who have a lot of contact with students. During the introduction and consultation hours, they can discuss alcohol consumption. In addition, they can ensure that the use of alcohol is put on the agenda of faculties and Academic Affairs.

Facility Services

FS is responsible for maintaining contact with the catering establishments on and just outside the UvA grounds. FS maintains contacts with the caterers and monitors the contractual agreements, including the availability of alcohol and nudging. FS is responsible for security and the management of the security guards of buildings and can take enforcement action in case of unauthorised and excessive alcohol consumption.

Policy officer for integral safety

The policy officer for integral safety supports the Executive Board by drawing up, evaluating and adjusting the alcohol policy, is in charge of the measures to be taken from the plan of action and directs the working group.

The alcohol policy is shaped and coordinated by and with the members of the working group. The working group consists of delegates (students and staff) from all faculties, Student Services, Facility Services, the Central Student Council (CSR), the Amsterdam Chamber of Associations (AKvV) and the Student Union Amsterdam (ASVA).

Communications Office

The Communications Office will draw up a communication plan (see Appendix 2) for the duration of one year. This plan is primarily aimed at tackling problematic alcohol consumption and denormalising alcohol consumption. The denormalisation of alcohol consumption is a culture change that will take place slowly and in the background. Until 2040, a new communication plan will be written at regular intervals to work towards the long-term goals of the prevention agreement.

Participation in decision-making

Participation councils, such as the Central Student Council (CSR), are the appropriate parties to initiate initiatives such as organising a period with no or little alcohol consumption, for example one month before and during examination periods.

6. Review and amendment

The alcohol policy is an active document which is reviewed and amended annually so that it remains current and we can work step by step towards the long-term objective of denormalising alcohol consumption.

Appendix 1

Plan of Action

	Result	Measures	Implementation	Timetable
Policy				
1.	The stakeholders are committed to the alcohol policy with the associated communication and implementation plan.	<ul style="list-style-type: none"> • Providing Information and liaising with various internal and external stakeholders • Discussing the alcohol policy in the TFO, BVO and HPO • Submission to the Executive Board for decision-making • Presentation to the participation councils COR and CSR for information and/or approval. 	Main buildings and facilities Integral safety policy officer Communications Office	Q2 2021
Prevention and awareness				
2.	<ul style="list-style-type: none"> • The alcohol policy can be easily found and viewed online • There is knowledge of the existence and content of an alcohol policy among relevant target groups • There is more awareness of what excessive/problematic alcohol consumption is • There is more awareness of the consequences of (excessive) alcohol consumption • Relevant target groups know that help is available for problematic alcohol consumption at the UvA and where this is available • There is more awareness of the UvA's attitude to alcohol: alcohol consumption is not essential • Students and staff take responsibility towards each other for the (excessive) use of alcohol. 	Implementation of the communication plan in line with government campaigns: the 'Ik-pas' ('Count me Out') campaign	Working group Communications Office	In accordance with communication plan
Rules and Agreements				
3.	The UvA has house rules and a code of conduct on alcohol consumption in the buildings and on the grounds for which the UvA is responsible	Describe the rules of conduct that apply to alcohol consumption for staff, students and visitors in the UvA buildings.	Working group Communication with Facility Services Communications Office	Q4 2021
4.	The faculties are responsible for signing a covenant with the study associations ¹⁰ .	Draw up a format for a covenant.	Working group Legal Affairs	Q3 2021

¹⁰ This covenant is particularly intended to increase the students' sense of responsibility towards each other when consuming alcohol. In addition, the covenant should contribute to raising awareness of the effects of (excessive) alcohol consumption.

N°	Result	Measures	Implementation	Timetable
Rules and Agreements				
5.	The caterers actively apply nudging of non-alcoholic beverages. Nudging is a strategy for guiding the user's choice into the desired direction of non-alcoholic beverages.	Develop a strategy for this In consultation with the caterers and an expert from Ascor.	Facility Services Communications Office	Q2-Q3 2021
Support				
6.	The head of department, student counsellor, student adviser, supervisor, lecturers, confidential adviser and director are able to identify problematic alcohol consumption at an early stage, have the tools (e.g. protocol) to discuss alcohol consumption and know that help is available and where it can be found.	With the input of Jellinek and the Trimbos Institute, inform these people about recognising alcohol problems and the options to get help. In doing so, link up with the interventions from the Social Safety steering group.	Working group HRM adviser Communications Office Jellinek	Q3 2021
Supervision and enforcement				
7.	Strengthening the supervision by the building managers and reception staff and safeguarding the house rules and code of conduct on alcohol consumption. The security department ensures that the person or persons concerned are called to account.	In case of a breach of the house rules on alcohol consumption, building managers and reception staff who observe this will inform the security department. The security guards are assigned this task by the party instructing them.	Facility Services	2022
Research into behaviour/opinion in relation to alcohol consumption				
8.	Exploring to what extent it is possible to conduct (scientific) research into the opinions and conduct of students in relation to alcohol consumption	Enter into a discussion with the initiators of the UvA panel, the <u>Behavioural Science Lab</u> etc.	Integral safety policy officer	Q2-Q3 2021

Appendix 2

Communication Plan

The advice on the means of communication, messages, images and notices has been prepared by the Internal Communications Team of the Communications Office. In addition to an alcohol and smoking policy, a drugs policy and a project on addiction in general will be elaborated in the future. For this reason, this communication plan does not put any great emphasis on communication about addiction (or help with addiction), although addiction is included as a component.

Related projects/themes at the UvA

Student Welfare, Vitality, Healthy and Safe Working, Addictions (alcohol and drugs), Diversity and the UvA Health Week.

Communication strategy

The alcohol policy does not consist of imposing bans, but of giving advice and using cues such as nudging. For this reason, we will not impose bans in the communication plan either, but we will focus on the transfer of knowledge about the content of the alcohol policy, denormalising alcohol consumption by creating an open culture of discussion and making information available for counselling in case of excessive or problematic use.

Stakeholders

These are all stakeholders who, in turn, can also be a target group. We distinguish between internal, external and implementing stakeholders. Implementing stakeholders may overlap with internal and external stakeholders. The reason for specifying this group is that this group should not only be aware of the alcohol policy but should also implement it. This group should therefore be involved at an early stage in order to prepare for the implementation of the policy.

Internal stakeholders	External stakeholders	Implementing stakeholders
<ul style="list-style-type: none"> • Caterers • Faculties • Services • Heads of department • Student associations (AKvV) • Study associations (ASVA) • Executive Board • Participation in decision-making: CSR, FSR, COR, GOR and FOR • Facility Services • Introduction week • USC • Introduction week • Beadle • Building management • Security • Spui 25 • AAC (Amsterdam Academic Club) 	<ul style="list-style-type: none"> • Caterers • Other visitors to the UvA campus • Independent businesses located on the UvA campuses (supermarkets, catering, etc.) • VSNU • People living near campuses • Municipality of Amsterdam, Centre and East city districts • Security companies • Suppliers • Affiliated institutions: AUAS, VU Amsterdam and VSNU • Media / the press 	<ul style="list-style-type: none"> • Building management • Security • Caterers • Head of Operational Management • Heads of Communication • Other heads of department • CREA / director of CREA • Student counsellors • Study advisers • Supervisors • P&O advisers • Health and safety coordinators • Student associations • Study associations • CSR • Facility Services (Communication, Events, Environmental Management, Accommodation and Building Facilities) • UvA Conferences & Events • Independent businesses on UvA campuses

Internal stakeholders	External stakeholders	Implementing stakeholders
		<ul style="list-style-type: none"> • Beadle • USC / director of USC • Introduction Week Foundation • Spui 25 • AAC (Amsterdam Academic Club)

Communication objectives

This communication plan describes how the Communications Office communicates to internal and external stakeholders in the period from March 2021 to January 2022. This plan will remain an active document which can be amended throughout its term. Until 2040, a new communication plan will be drawn up every other year or every number of years to work towards the long-term goals.

Therefore, not all the objectives in this plan need to be achieved in one year. Due to the increased awareness of the effects of alcohol and the denormalisation of alcohol consumption, we have already reduced our drinking considerably as a society since the 1970s. It is expected that this trend will continue and that alcohol consumption will decrease more and more in the coming years. The primary focus at the moment is on two things: communication about (problematic and excessive) alcohol consumption and the further denormalisation of alcohol consumption. The latter is a long-term objective and therefore takes place more in the background.

UvA-wide objectives

- The alcohol policy can be easily found and viewed online
- There is knowledge of the existence and content of an alcohol policy among relevant target groups
- There is more awareness of what excessive/problematic alcohol consumption is
- There is more awareness of the consequences of (excessive) alcohol consumption
- Relevant target groups know there is help available for problematic alcohol consumption at the UvA and where it is available
- There is more awareness of the UvA's attitude to alcohol: alcohol consumption is not essential
- Students and staff take responsibility towards each other for the (excessive) use of alcohol.

Additional objectives of each department

Implementing stakeholders:

- Know and support the alcohol policy and their role in fulfilling it.
- Implement the alcohol policy

Faculties:

- Are aware of the alcohol policy and its implications for their own work
- Clearly communicate the alcohol policy, including how to get help in case of problematic use

Heads of department:

- Can identify excessive alcohol consumption among staff, discuss this with them and refer the relevant member of staff to the occupational health and safety service if necessary

Student counsellors, study advisers and supervisors:

- Can identify excessive alcohol consumption in students, discuss it with them and refer the relevant student to addiction services
- Have the tools to discuss alcohol consumption during the introduction and consultation hours

Students:

- Know where they can find help and tips on how to raise alcohol issues with fellow students (peer-to-peer discussion)

Staff:

- Know where they can find help and tips on how to raise alcohol issues with colleagues (peer-to-peer discussion)
- Understand the impact of the alcohol policy on events, promotions and meeting for an informal drink
- Recognise the impact that alcohol abuse can have on work performance

Student councils, study and student associations:

- Organise their own initiatives to make students more aware of their alcohol consumption and possible alcohol abuse

Criteria:

- All communications are in Dutch and English
- We use the UvA corporate identity
- Attention for diversity in photo material and accessibility of messages
- Engage UvA experts in the field of *nudging*

Appendix 3

Figures and risks of excessive alcohol consumption

According to CBS figures, 85% of people aged 18-24 consumed alcohol in 2017. Of all age groups, the prevalence of excessive drinking is highest in the 18-24 age group, with a total of 16% (18- and 19-year-olds 15% and 20-24-year-olds 16%). The prevalence of heavy drinking is also highest in this category, at 19% (18- and 19-year-olds: 21% and 20-24 year olds: 18%)¹¹.

Excessive alcohol consumption poses a risk to the safety and health of staff and students. Of the students in higher education (professional and academic higher education) aged up to 19, 8 to 12% drink excessively: men more than 21 glasses per week and women more than 14 glasses per week. Students in academic higher education have most excessive drinkers: 17%.¹²

A study among more than 5,000 students (professional and academic higher education) in Amsterdam and Zwolle defines 20% of the respondents' drinking behaviour as dangerous and harmful.

For the sake of comparison: 8.2% of adults drank excessively in 2018. Risky alcohol consumption is most common in the 18-29 age group. Even when they have finished their education, a higher percentage of higher educated people continue to drink alcohol regularly: 46.7% of higher educated people drink regularly, compared to 33.4% of lower educated people. It is possible that among those educated at academic higher education level, regular alcohol consumption is socially and culturally accepted to such an extent that it remains part of this group's lifestyle, even after their student days are over.¹³

The risks of excessive alcohol consumption are:

1. General:
 - a. Deteriorating health;
 - b. Possible alcohol addiction;
 - c. Increased risk of aggression or violence;
 - d. Increased risk of injury and accidents on the road or at work.
- a. Staff:
 - a. Reduced safety and poorer quality of work;
 - b. Reduction in productivity due to the increase of presenteeism^{14 15};
 - c. Increase in absenteeism due to alcohol consumption: many studies show that excessive alcohol consumption leads to an increase in absenteeism at work. Of those who are absent from work, 16.3% have a psychological complaint, of which 5.3% are due to substance-related conditions such as alcohol and drug abuse¹⁷..;
 - d. Deterioration of the atmosphere in the department and the health of staff. As a result, absenteeism due to this cause decreases;

¹¹ CBS, 2017.

¹² Trimbos Institute. Alcohol, drugs and tobacco consumption by students, 2019.

¹³ Alcohol Expertise Centre, Trimbos Institute, 2019.

¹⁴ Presenteeism means that an employee is present but less productive due to illness.

¹⁵ Employees reported in 2004 that they were 27% less productive on a hangover day. Source: York_Health_Economics_Consortium. The societal cost of alcohol misuse in Scotland for 2007: University of York, 2010.

¹⁶ source: A. Peter and M. Martinic (2011). Alcohol, Work and Productivity Scientific Opinion of the Science Group of the European Alcohol and Health Forum. Brussels European Alcohol and Health Forum.

¹⁷ source: J.K. Hesselink, W. Hooftman & L. Koppes (2012). Sick leave in the Netherlands in 2010 pp. 21–28. Hoofddorp: TNO Quality of Life

- e. Potential damage to the department's reputation: alcohol abuse at work can result in a bad image for the company^{18 19}.
3. Students:
- a. Decrease in study success and building up a student debt;
 - b. Possible damage to their reputation; students go to Amsterdam, the city where 'anything goes'. This is certainly also a concern of parents of foreign students;
 - c. Risk of possible blackouts and long-term dependency and addiction;
 - d. Alcohol can also aggravate or perpetuate stress and many common psychological complaints, such as depression, anxiety and nervousness.

In addition, excessive alcohol can also lead to unprotected sex and unwanted sexual experiences.

¹⁸ source: 6. Ramchand, A. Pomeroy and J. Arkes (2009) *The Effects of Substance Use on Workplace Injuries*, document OP-247-ADHS Santa Monica/Arlington/Pittsburgh: RAND.

¹⁹ Consider also the damage to the department's image caused by teachers and/or scientists who are under the influence of alcohol when they are performing their duties.

Appendix 4

Overview of catering establishments

In 2021, the locations where alcohol is served on UvA premises are:

- Café de Krater on REC campus
- Amsterdam Academic Club in the University Quarter
- Museumcafé in the University Quarter
- Oerknal at USC (SP)
- Catering facility on REC campus in the basement ²⁰: vacant, new (external) tenant is being sought (May 2021)
- CREA café on REC campus
- Lab 42 (SP)
- Cafe Polder (SP)
- Brainwave (SP)

²⁰ The locations in the basement are leased by UvA Holding and are commercial leases. Formally, these locations do not fall under the policy of the UvA. Contact on alcohol policy and cooperation with catering establishments is made through the FS environment managers.

Appendix 5

Legal framework

Alcohol consumption at work is not prohibited by law. Compulsory alcohol testing is not permitted by law, except in the case of specific professions mentioned in the law.

Licensing and Catering Act (DHW)

The Licensing and Catering Act (DHW) came into force on 1 January 2013 and is intended to regulate the provision of alcoholic beverages by the catering industry, off-licences and non-commercial establishments. In 2020, the redistribution of alcohol (an adult buying alcoholic beverages for a minor) has become a punishable offence.

The main obligations are:

- Commercial and non-commercial catering establishments, such as student associations, must have a licence under the Licensing and Catering Act;
- The venue has 'Alcohol Management Rules', which set out all the house rules regarding the responsible serving of alcohol;
- As of 1 January 2014, the age limit for selling low-alcohol drinks (beer and wine) has been raised from 16 to 18;
- Alcohol may not be sold to persons who are already drunk;
- At the time of serving, there must be at least one person present with a 'Hygiene in the Workplace Certificate' ('Verklaring Sociale Hygiëne') or a 'Responsible Serving Instruction' ('Instructie Verantwoord Schenken').

The municipality monitors compliance with the Licensing and Catering Act.

Penal Code

Being drunk in a public place and disturbance of the public order are punishable offences.

Road Traffic Act

Drivers may not have more than 0.5 per mille alcohol in their blood. For novice drivers this limit is lower: 0.2 pro mille.

Appendix 6

Code of conduct for promotional and introductory period of student associations 2021

Articles from the code of conduct for the promotional and introductory period of student associations that relate to alcohol consumption.

Article 1.3. Purpose and Underlying Principles

The code of conduct aims to regulate the introductory period of Amsterdam student associations and the opportunities for these Amsterdam student associations to promote themselves. The code of conduct covers both the introductory period for prospective members at the start of their membership and the promotion of the associations among the educational institutions during the academic year.

The agreements laid down in this code of conduct with regard to the introductory period apply for the entire introductory period, including the weekends. The agreements also apply to the introductory periods of sub-groups of the associations. For areas that do not fall directly under the responsibility of the board (such as association houses), the board will make every effort to raise awareness of this code of conduct and to encourage compliance with it.

One of the underlying principles of this code of conduct is:

Paragraph 1 The code of conduct has been drawn up to guarantee the safety and integrity of the (prospective) members and to promote a good relationship between the Executive Boards and the student associations. This is achieved by establishing standards and values that must be adhered to by everyone who signs this code of conduct and on whose behalf it is signed.

Section 3.4.3. Health

Paragraph 7 Each prospective member will be provided with a minimum of two litres of non-alcoholic drinks and three meals spread throughout the day during the introductory period. Prospective members will not be forced or obliged in any way to consume drink or food during either the general introductory period or the introductory periods of the sub-groups.

Paragraph 8 The use of alcohol by prospective members during activities of a hazing nature is prohibited.

Paragraph 9 The board is responsible for enforcing the mentioned rules about alcohol for prospective members. The board is also responsible for restrictive alcohol consumption by the members of the introductory period committee, its subcommittees, the boards of debating societies and other members of the association.

Paragraph 10 The board is also responsible for ensuring that at each debating activity and other activity during the introductory period a senior student or confidential adviser is present who remains sober.

Appendix 7

Alcohol and Social Safety Covenant

AKvK

ALCOHOL & SOCIAL SAFETY COVENANT, July 2020

2019-2020

Buit Board

Chapter 1. Foreword

Dear Reader,

The Amsterdam Chamber of Associations (AKvK) and all its member associations subscribe to the importance of social safety and responsible alcohol consumption among its members. Alcohol is deeply rooted in student culture, and as long as there is a balance between fun and health, this is not a problem. However, the associations have a responsibility to educate young students in a new environment about responsible alcohol consumption. Association board members are generally aware of their responsibilities and have indicated that they welcome guidance such as that included in this covenant.

By means of this covenant, the Amsterdam Chamber of Associations is pleased to affirm the National Prevention Agreement, which aims to reduce excessive alcohol consumption among minors and students. This covenant has also been written within the framework of the prescribed plan on ‘Study and Alcohol Consumption’ in the National Prevention Agreement. It is hoped that the educational institutions, the municipality and the student associations will also stand up for responsible alcohol consumption, resulting in an Amsterdam-wide plan.

In addition to responsible alcohol consumption, social safety and an inclusive environment are also essential for a pleasant atmosphere within an association. This, too, has received increasing attention in recent years. Boards of associations and debating societies are attending courses more frequently to enable them to identify and deal with undesirable behaviour. This covenant also emphasises the appointment of a confidential contact person within the association, so that members have a clear point of contact should they feel unsafe for any reason.

The Amsterdam Chamber of Associations is convinced that this covenant will contribute positively to the climate within the student associations in Amsterdam. In addition, it will strive to involve more parties in this initiative and thus promote responsible alcohol consumption and social safety for every student in Amsterdam.

Foreword by interested parties

On behalf of the 38th board of the Amsterdam Chamber of Associations,

Laurens van Giersbergen | Vice President

Chapter 2. Provisions

Article 1. Definitions

- a. Board: the ‘association’s board’ or ‘Senate’.
- b. Bar manager: a person with final responsibility for the bar who is not on any board, such as members’ club committees or boards.
- c. Bar volunteer: a volunteer behind the bar with no final responsibility for the operation of the bar.
- d. Association activity: an activity in which the entire association can participate. Activities of sub-groups are not included in this.
- e. Sub-group: a group of people who present themselves as a distinctive group within the association. Examples are: debating societies, groups, vertical year clubs, sub-associations, and association houses.

- f. Members' club: the location where an association activity takes place, this can also be an external location.
- g. IVA course: a course on Serving Alcohol Responsibly.

Artikel 2. Article 2. This covenant applies to all student associations affiliated with the Amsterdam Chamber of Associations

Article 3. The effectiveness and progress of the measures contained in this covenant will be reviewed once every three years with the Amsterdam Chamber of Associations, the University of Amsterdam, the Free University and the Amsterdam University of Applied Sciences.

Article 4. For activities during the introductory period of the student associations, in addition to the regulations contained in this covenant, the measures laid down in the Code of Conduct 'Promotion and Introductory Period of Student Associations in Amsterdam' shall also apply.

Article 5. The measures in this covenant focus on activities at the members' club. Sub-groups are often outside the direct sphere of influence of the boards, and this covenant therefore does not cover activities of sub-groups that take place outside the association's building. However, the association strives to raise awareness of responsible alcohol consumption and the other measures in this covenant among the sub-groups, as much as can be reasonably expected.

Chapter 3: Awareness, information and prevention

Article 1. Associations strive to bring responsible alcohol consumption to the attention of their members.

Article 2. During the general introductory period of the educational institutions and the introductory period of the associations, extra attention will be paid to conscious alcohol consumption to make first-year students aware that responsible alcohol consumption is the norm.

Article 3. All bar managers and board members who work behind the bar at least once a month have completed an IVA course. This course covers responsible alcohol consumption, refusing to serve excessive users and all other information relevant to serving alcohol.

Article 4. Social control in terms of alcohol consumption is encouraged within an association. If it is likely that a member cannot get home on their own, measures will be taken to get this person home safely. Examples of this are:

- a. Taking the relevant person home yourself;
- b. Asking acquaintances in the association to take care of this and take the relevant person home;
- c. Arranging transport back home, such as a taxi, Uber or similar service.

Article 5. Each association will endeavour to appoint both a male and female confidential contact person and to communicate clearly to the members how this person can be reached and what can be discussed with the confidential contact person. The confidential contact persons will listen to members and will try to help them with issues, whether or not by referring them to the appropriate authorities.

Article 6. Staff members of the educational institutions who are in close contact with students (i.e. student counsellors, study advisers and student psychologists) can play an important role in identifying excessive alcohol consumption. Therefore, improving expertise in the field of alcohol consumption among students will be a priority, with a focus on recognising signals and discussing excessive alcohol consumption.

Chapter 4: Regulations, supervision and enforcement

Article 1. The board and other responsible persons have the authority at all times to send members who show disruptive behaviour home.

Article 2. The associations will endeavour to deny access to the members' club to members who have already consumed too much alcohol on arrival. If this does not happen on arrival, the board and other persons in charge will send a member home if they consider them too inebriated, subject to Section 4, Article 1.

Article 3. Members who misbehave as a result of excessive alcohol consumption will be actively confronted with their behaviour by the board. Unacceptable behaviour may lead to warnings and/or sanctions, to be determined by the associations.

Article 4. The bar supervisor will ensure that the persons referred to in Chapter 3, Article 3 have successfully completed an IVA course and that the regulations dealt with in the IVA course and other regulations contained in the Licensing and Catering Act are complied with.

Article 5. Bar volunteers drink limited amounts of alcohol during their shift. In accordance with Section 20 (6) of the Licensing and Catering Act, they may never be in a state of drunkenness.

Article 6. During an association's activity, at least one person at the members' club will be designated as the person in charge. This person is authorised to intervene and punish misconduct if it occurs. It is clearly communicated in advance to the person in charge that they have to be present the whole evening and what their responsibilities are, which include at least:

- a. Intervening in cases of misconduct and excessive alcohol consumption;
- b. Monitoring compliance with the rules as described in these documents and other relevant regulations;

Article 7. Water is always available free of charge at the bar in the form of tap water or water bottles, or at special drinking water taps.

Article 8. The proactive distribution of water by bar volunteers, bar managers and the board to members who have consumed too much alcohol is actively encouraged by the board.

Article 9. Associations strive to include alcohol-free beer in their product range and to have this visibly on offer.