

Policy document for the Rookie Period

This document contains common rules for all attendees during the rookie period. Whether you are taking part as a rookie, fadder, general, Captain, gammelfadder, support fadder, fake rookie, old student, ös, other student, remunerated/employee of the Student Union or in another role, the following rules always apply.

This document should always be available at karen.nu and current facebook groups for the participants of the rookie period, meaning rookies, fadders and the like.

This is a living document with guidelines and rules to create as good conditions as possible to have a good rookie period. It is every participant's responsibility to have read, understand and follow this document. It is also everyone's responsibility to remind participants of this document and speak up when rules are broken and report to the Student Union when a violation of the document has occurred.

The rookie period is defined from the day that the "välkomsttimme" (welcoming hour) is held until the monday after the last official party/event on the rookie schedule. The rules are first and foremost in effect during the activities of the rookie period. Some rules are always in effect even outside of the activities. For example the "rookie peace" is always in effect. The role of fadder, general, supportfadder, gammelfadder, ös, fake rookie and the like are in effect even outside of activities.

Should a violation occur the Student Union and others in charge can take different steps;

- The person is dismissed from the activity/location
- The person is banned from the rookie period
- The person is no longer allowed to be a fadder
- The person is no longer allowed to be a general/captain
- The person is banned from the next rookie period
- The person is banned from Kåren
- The person loses their elected position at the Student Union
- The line association loses the right to get refunds for expenditure during the rookie period.

Note that the Student Union has the highest authority when deciding what steps are to be taken.

If an individual violates the policy document and the Student Union is notified, that individual can be punished. If an entire line association/fadder group withhold information about a violation on purpose, the entire line association can be punished.

Note that all steps taken effect everyone attending the rookie period.

If a situation becomes threatening a security guard or the police should be contacted.

Overall rules

The rookie period is for rookies

Other participants are of course welcome to join, but should respect the purpose of the rookie period. As a participant you should always show respect for work done in regards to the rookie period, line associations and the Student Union. Our purpose is to make sure the rookies have the greatest rookie period possible.

Transparency between the Student Union and the line associations

It's important to have an open dialog between the Student Union and the line associations. That way individuals that misbehave can face consequences right away, gossip is prevented and penalising the wrong people is prevented. If an individual violates the policy document and the Student Union is informed, the individual can be punished. If an entire line association/fadder group would cover an incident up or violate the policy document they will also be punished.

Rookie peace (rookiefrid) is in effect the entire rookie period

This means that you are not allowed to have a romantic or sexual exchange with a rookie as with other participants. This rule goes both ways. If there's a preexisting relationship between a rookie and another attendee, the Student Union and the Generals should be notified. Despite this the rookie peace should be respected. Meaning that no romantic or sexual exchanges should occur during rookie period activities. The reason for this rule is due to the fact that a position of power develops automatically for fadders and older students that could be abused. This rule is to protect the rookies. The reason this applies to preexisting couples is that it looks bad to others that are unaware of the relationship.

Alcohol pressuring

No one should ever feel pressured to drink alcohol. A culture that isn't based around alcohol should be the goal. This doesn't mean that alcohol is forbidden, but that there should be varying activities and alcohol free options should always be ok (Even in drinking games for example). If someone would be inebriated a fadder, student organisation representative or the Student Union can place that person in a "Time Out", which means that the person may not buy/drink more alcohol until the one responsible allows it. During a Time Out a fadder should sit with the inebriated person and talk to them, offer them water and encourage them to eat something. If the person is too drunk the person should be sent home instead of being put in a Time Out. Time Outs are not allowed to be used as punishment or abuse of power. It is always ok to send someone home if they are too drunk. Fadders should also have knowledge of where a student can turn for help with problems related to drinking.

Lambos

Lambos may only be given by fadders and only on groups (2 or more) that do not include any rookies. Others may only call for a lambo through one or more fadders, and they will decide if the lambo is appropriate or not. Lambos are always voluntary and it is perfectly acceptable to use an alcohol free drink. Lambos may always be declined. Everyone should be encouraged to have a special "lambo glass" that you fill with whatever you want to drink before the lambo starts. If a participant does not have a lambo glass at the time a lambo is called, they should be

allowed to get one. Fadders should on multiple occasions choose not to join a lambo or to do it with a non alcoholic drink to encourage a culture that accepts non alcoholic drinks.

Zero tolerance against narcotics

Narcotic substances or substances that as of yet are not classed as such (internet drugs) are not allowed during the rookie period. If there is suspicion of narcotics use the police should be contacted.

Sober fadder (nykterfadder)

During activities where alcohol is involved there should be two sober fadders from each participating line associations. If your line association has no rookies present, you should ask the other line association if they need help. As a sober fadder you should be sober during the entire event, even if none of your rookies showed up or leave early. You are not allowed to remove your sober fadder vest and start drinking during an activity you are sober fadder at. Read more about how to mark yourself under "Clearly marking who you are".

Fadders present and time off

During an activity where rookies are present there should always be regular fadders as well as sober fadders. Every fadder does not have to attend every activity. The amount of fadders and people responsible can be adjusted depending on the amount of rookies and size of activity. All fadders should have the right to have days off during the rookie period. It should therefore be planned that way. If there is no room for fadders to be free, you must remove activities. This is for everyone's health and wellbeing.

Fadders and Generals should be educated

All fadders and generals should have completed the fadder/general course that is provided. During this course the fadder/general is informed of what is expected, get's practical education in CPR and first aid, equal treatment, information about alcohol and narcotics, leadership and so on. It is required so that fadders/generals can perform their roles the right way. If you are a new fadder/general for the spring term rookie period you may attend the course that is provided later that term. In this case the experienced fadders/generals should make sure that the new ones get the information they need to perform their roles. There is also an option for new fadders/generals to attend a mini course before the spring term rookie period.

Social inclusion and Activities

All students should always be able to attend the rookie period, no matter their gender, gender definition, sexual orientation, ethnic background, religion or other beliefs, disabilities or age. Activities should be planned with this in mind. Beyond that humiliation or forcing people to do things is never allowed. Everything should be voluntary.

Acting professionally

You should always act professionally and take your role seriously. No matter if you're a fadder, gammelfadder, general, ös, member of a line association, fake rookie, support fadder or older student, you are a representative of MDH and your line associations.

It's important to see your roll separately from your person when others try to perform their roles and, for example, point out when a rule is broken.

Your role as ambassador continues even after the end of the rookie period.

Clearly marking who you are

It's important to clearly mark who you are during the rookie period so that rookies, fadders, the Student Union and others can easily see who is who and who they can contact. This is for all activities during the rookie period.

- Fadders should be marked with a fadder symbol. This can, for example, be a t-shirt with the name of the line association, the persons name and the word "fadder" on it. Other students may not wear the same thing.
- Generals/Captains should be marked with a general/captain symbol.
- Sober fadders should be marked with the sober fadder vest.
- Rookies should be marked with a rookie symbol. The rookie symbol is personal and may not be traded, swapped or given away. If the rookie symbol is not worn, the fadders have the right to give some sort of punishment. This punishment may not be demeaning. It should be fun! Rookies must be informed why the punishment is given. Some sort of rookie symbol must always be initially handed out to the rookies so that all participants can identify them as rookies.
- Student organisation representatives should be marked with their respective symbols.

When participating at a costume party or fancy dinner you must still be clearly marked. The rookie symbol should always be worn on its designated place, for example on the head. As a fadder you can choose to have, for example, a band around your arm clearly identifying you instead of the fadder t-shirt. This does not apply to the sober fadders who must always wear the sober fadder vest.

Note that an ovve (student overalls) is not required for fadders and the ovve should not be seen as a symbol of any of the above roles. It can, however, be a compliment to another symbol.

Mascots and flags

All line associations have a mascot and/or a flag that are permitted to be stolen under certain rules. These are only handled by rookies once they have been handed out by the fadders. It's important to show respect for these items and not ruin them in any way. Complete rules are given to the line associations fadder groups and they inform their rookies. All generals and fadders should know the rules well.

Any discord concerning the mascots/flags is taken to the involved line associations sober fadders or generals. If conflict remains the Student Union can mediate.

Hierarchy during activities

The decision making hierarchy is as follows:

The Student Union
Generals/Sober fadders

Fadders

Support fadder, fake rookie, the like

Rookies

Sober fadders are always higher up than generals at an activity where alcohol is involved. This does not apply when the general is sober. Basically this means that the first person you should turn to is a general or sober fadder in the case of an incident, conflict or violation of the policy document. They can then take it to the Student Union.

It is important that incidents and violations of the policy document are reported to the student union to keep transparency. This so that the Student Union can take action when things have happened.

Sober fadder is the person who has the highest authority at activities when alcohol is involved if someone needs to be sent home or places in a time out. They can also handle discussions and disputes that happen at the activity.

Conflicts should, when possible, be postponed until the day after when a meeting can be planned and all involved can sit down and discuss it. Sober. If their help is wanted, the Student Union can be contacted.