

# Wina



## Inclusivity statement

The inclusivity mission of Wina Leuven vzw is to accept, support, and embrace the uniqueness and diversity of its members. We strive to be as accessible as possible to everyone and continuously work towards being more inclusive.

1. **Acceptance:** Wina accepts all members and students as they are. We aim to be a community that embraces and appreciates everyone for who they are, based on [legally defined discrimination grounds](#). The exploration of individuality is encouraged in the Wina environment, and the identity of each individual is important to us.
2. **Respect:** Wina respects all individuals with whom it comes into contact. Respect manifests in the way someone expresses themselves, their tone, and how they treat others. During interactions, it is important to give each individual the opportunity to participate equally and express themselves. This goes hand in hand with mutual understanding from all conversation partners. We expect everyone in a Wina environment to interact respectfully with others.
3. **Accessibility:** Wina aims to be as accessible as possible according to the principle of [integral accessibility](#). We strive to be inclusive for people with disabilities and speakers of other languages. This will be done in accordance with the right to reasonable accommodations, and we will communicate such adjustments as effectively as possible in advance.
4. **Safety:** Wina aims to create an environment where everyone feels and is safe, both in terms of physical and mental well-being without judgment from others. Wina strives to be a community where each individual feels secure enough to express their own ideas, even if they differ from those of others.
5. **Freedom of Speech:** Each individual is recognized for who they are and should be given space to grow. We strive to create an environment where everyone has this space and where everyone has the right to freedom of speech. However, we ask that this be done in a respectful manner. Hate speech is not tolerated, and there should be no incitement to hate, violence, or discrimination based on, among other things, discrimination grounds.

These are the values that Wina Leuven vzw stands for. Actions that contradict the values and norms of Wina go against the Inclusivity Statement of Wina. Wina does not support or tolerate such actions. However, there is still room for dialogue.

Wina is an association that does not stand still in time. We are willing to make changes to be as inclusive as possible to everyone. If someone goes against this statement or if someone feels uncomfortable with us, we ask you to report this via [contact@wina.be](mailto:contact@wina.be) or [inclusiviteit@wina.be](mailto:inclusiviteit@wina.be). There are also external reporting points, such as the reporting point for crossing boundaries at [KU Leuven](#) or [Unia](#) and [IGVM](#). If you have suggestions on how we can improve our Inclusivity Statement or operation, you can also report that to us via email ([contact@wina.be](mailto:contact@wina.be) or [inclusiviteit@wina.be](mailto:inclusiviteit@wina.be)).