

MODEL FOR HEALTHY STUDENT ORGANISATIONS

Our habits and the choices we make as students will follow us for the rest of our lives. For this reason, it is important to shape our health behaviour already as students so it would be sustainable and maintain our health. We believe that the active and innovative student organisations of Tartu in the OLE ROHKEM cooperation network wish to improve the health behaviour of their members but often lack the means to do so.

As a possible solution, the Estonian Medical Students' Association has created the Model for Healthy Student Organisations. It offers various guidelines as to how organisations should operate in order to provide their members with an environment that values their health and improves their lifestyle. The model covers five different areas which we consider the most important at this time.

We hope to encourage student organisations to evolve and to re-evaluate the effects their activities have on the health behaviour of their members. Thus they could be role models for other student organisations and students. Our aim is to see all the student organisations currently in the OLE ROHKEM cooperation network joining the model. Also, taking into account the approaching centenary of the Republic of Estonia, we find that the student organisations could gift Estonia a whole generation of healthy students.

The above-mentioned five areas covered in the model are the following: alcohol, tobacco and drugs; nutrition and physical activity; mental health; equal treatment; and sexual harassment. The **basic level** of the model contains requirements concerning all five areas and organisations must comply with every single point without exceptions in order to join the model. **Additional levels 1 and 2** allow the organisations to improve and develop even more.

We ask that you reference this document when using the content of the model outside of the OLE ROHKEM network and if necessary consult the Council of the Model or, until the Council is formed, the work group behind the development of the model.

APPLICATION PROCESS

- All member organisations of the OLE ROHKEM cooperation network for Tartu student organisations can join the model.
- To become a member, a respective application found on the OLE ROHKEM webpage must be filled out.
- In order to be eligible, the organisation's activities must adhere to all basic level requirements of the model.
- The additional levels 1 and 2 are optional.
- When filling out the application, the answers must be based on the preceding 12 months.
- In the future, reassessment of the organisation's level will take place once a year (in February). The assessment period is the previous calendar year.

- After the application has been filed, it will be reviewed by the Council of the Model or, until the Council is formed, by the development work group.
- The decision will be sent to the board of the organisation within two calendar weeks and the organisation may be asked to clarify certain aspects if necessary.
- If the application is granted, the board of the organisation is obligated to notify their members of the Model for Healthy Student Organisations and of the affiliation within a month. Should the composition of the board change, the new board must be notified of the matters related to model.
- In the event of a deliberate violation against the model's principles, the issue will be handled by the Council of the Model or, until the Council is formed, by the development work group.

COUNCIL

- The Council of the Model for Healthy Student Organisations should consist of six representatives.
 - The Council must have one representative from the Estonian Medical Students' Association and one from the Student Foundation. They are appointed or their mandates verified every year by their respective organisations.
 - In addition, one representative will be chosen respectively from the speciality organisations, citywide organisations, representative organisations, and academic organisations. Elections will be held according to the rules and regulations of the OLE ROHKEM cooperation network and the representatives will have a one year mandate. In the event that there are no candidates for some positions, the Council may function with four members minimum.
- Tasks of the Council:
 - Accepting new members, incl. reviewing applications and giving feedback;
 - Coordinating the annual reassessments of the members;
 - Dealing with violations of principles if necessary;
 - Developing the model and ensuring its sustainability.
- The members of the Council will arrange the administrative matters amongst themselves and will elect a chairman for the work period. The chairman will be responsible for coordinating all further work.
- In the compilation process of this model, the most reliable science-based information was used and experts from relevant fields were consulted with. In order to amend or supplement this document, we ask the Council to consult the original compilers.

BASIC LEVEL

I ALCOHOL, TOBACCO AND DRUGS

According to the data of 2016 for TOP 10 risk factors in Estonia associated with death and disability combined, alcohol and drug use was ranked 3rd and tobacco 5th.¹

In 2015, Estonian adults consumed 10.3 litres of pure alcohol per person. That is almost twice than the amount that the World Health Organisation (WHO) has set as the limit over which alcohol consumption causes significant damage to people's health and economic loss for the State. Alcohol has been linked directly or indirectly with more than 200 different disease and injury conditions. In Estonia, every year 600–800 deaths result from diseases and injuries associated with the harmful use of alcohol. Moreover, alcohol is the one of the main causes of death for young men. Almost a third of the deaths is caused by alcoholic liver disease which is followed by alcohol poisoning, and alcohol-induced mental and behavioural disorders. Every year, 9,000–10,000 people die from diseases partly related to alcohol consumption.

So how to consume alcohol without health burdens?

Based on research, scientists have determined some specific quantitative limits and exceeding those limits will increase health risks exponentially. There is no truly safe amount of consumed alcohol and, for example, the risk for developing cancer begins to increase already with very small alcohol amounts. Still one can speak of low risk alcohol guidelines – for adult women this is 2 units of alcohol per day and up to 4 units of alcohol for adult men. For both sexes, there must be at least three alcohol-free days in a week. One unit of alcohol is a drink which contains 10 grams of pure alcohol. You can calculate your consumed alcohol units with an alcohol calculator^{2,3}. Passive smoking has been proven to be an important risk factor in the development of lung, pharyngeal and laryngeal tumours.⁴ As long as second-hand smoke from e-cigarettes has not been proven to be harmless, we believe that protecting minors from it is important. Smokeless tobacco products are a risk factor in the development of oral cavity and pancreatic tumours, which is why setting a positive example is important in their prevention.⁵

- During events or activities aimed at underage people, consuming tobacco products or drinking alcohol will not be allowed, nor will alcohol be available. Furthermore, adult participants will not consume tobacco products, alcohol or drugs at the event site, nor will they be present showing signs of intoxication.

Under tobacco products we have included smoked tobacco (cigarette, cigar, cigarillo, hookah), smokeless tobacco (snuff, chewing tobacco, snus) and e-cigarettes.

- Taking drugs will not be allowed at the events held by the organisation.
- If there is free alcohol at an event, the organisation ensures that there are also free non-alcoholic drinks (incl. water).

¹ <http://www.healthdata.org/estonia>

² Alcohol Unit Calculator. National Institute for Health Development. <http://kalkulaator.alkoinfo.ee/>.

³ Alkoinfo. National Institute for Health Development. www.alkoinfo.ee.

⁴ International Agency for Research on Cancer. Monograph “Second-Hand Tobacco Smoke”. <http://monographs.iarc.fr/ENG/Monographs/vol100E/mono100E-7.pdf>

⁵ International Agency for Research on Cancer. Monograph “Smokeless Tobacco and Some Tobacco-specific N-Nitrosamines”. <https://monographs.iarc.fr/ENG/recentpub/mono89.pdf>

II NUTRITION AND PHYSICAL ACTIVITY

Having a healthy diet means consuming food in amounts no more or less than the body needs. This also means having a balanced diet. According to data from 2013⁶, the main issues with the food Estonians consume concern an excessive amount of salt and sugar, and the fact that Estonians consume too little of seeds, nuts, whole-grain products, fruits and vegetables, and too much processed meat. The effect of physical activity to weight (its decrease or increase) is negligible and food plays the major role. At the same time, physical activity helps to maintain health and prevent diseases regardless of eating habits (good or bad) and weight. In order to maintain health, the critical amount of physical activity for adults is at least 30 minutes of moderate activity five times a week (at least 150 minutes of moderate aerobic activity, 75 minutes of vigorous aerobic activity or a mix of the two to the same extent). To burn off energy and strengthen the cardiovascular system, aerobic activities must be done five days a week for at least half an hour. However, less than 10% of Estonians do enough physical activity.⁷

- If the organisation offers foods not recommended by the model at their events, they also offer healthy alternatives, such as nuts, fruits and vegetables, in the same amount. *Such foods that are not recommended include food and drinks which contain large amounts of added sugar, salt, and/or saturated fatty acids.⁸*
- The organisation informs their members of affordable ways students can do sports in Tartu (e.g. University of Tartu Academic Sports Club) and/or how to commute more on foot, by cycling, or using public transport. *The organisation can inform their members e.g. by sending out an email to the mailing list, displaying such information on their webpage, holding presentations at events / during general assemblies, etc.*
- At least once a year, the organisation holds a member-oriented event which raises the members' awareness regarding the necessity and importance of physical activity and introduces means for increasing one's physical activity in everyday life. *For example, the organisation could hold a training event, workshop or informative event on how convenient/safe it is to commute by bicycle in Tartu, exercises for a sedentary lifestyle, the role of physical activity in the prevention of diseases and disorders.*

III MENTAL HEALTH

Mental health is the level of well-being of a person who

- *recognises their capabilities,*
- *can handle everyday stress,*
- *can function in a satisfactory and productive manner,*
- *wants to and can be useful for the community and society.⁹*

⁶ University of Washington. Institute for Health Metrics and Evaluation. Global Burden of Disease. <http://vizhub.healthdata.org/gbd-compare/#>.

⁷ Improve Your Health at Work! National Institute for Health Development. https://intra.tai.ee//images/prints/documents/146399281385_kasvata%20tervist%20tool_liiguta.pdf.

⁸ The daily intake of added sugars should be kept below 10% (ideally below 5%) of the daily energy intake. For an intake of 2000 kcal/day this means less than 50 g (ideally less than 25 g) of added sugars. The maximum intake of salt for adults is 5 g which makes about 2400 mg of sodium. The maximum intake of saturated fats should be kept below 10% of the daily energy intake. For an intake of 2000 kcal/day this means less than 22,2 g. Healthy Diet. WHO. <http://www.who.int/mediacentre/factsheets/fs394/en/>

⁹ Mental Health at Workplace. Handbook for Employers and Employees. National Institute for Health Development 2015.

- The internal climate of the organisation is positive, open and supportive. It will be assessed at least once a year.
It could be assessed using e.g. member surveys or development interviews.
- The members' contribution to the work of the organisation and the recognition for it are balanced.
- The work culture of the organisation allows members to keep their work and private lives separate.
The work culture is flexible and takes the members' wishes into account so that the obligations of the members in the organisation will not hinder the private relations important to them.
- When choosing work speed or methods, the members will be able to be independent and have freedom of choice. Regarding individual work, objectives will be agreed upon instead of fixed procedures. Mutual expectations and interests are explained.

IV EQUAL TREATMENT

The principle of equal treatment is based on the concept that all people are equal as regards their rights. The requirement for equal treatment has been introduced to end the restrictions on the rights of historically excluded population groups, and to ensure that everyone has equal rights and opportunities regardless of their identity or origin. Even the constitution of Estonia states that everyone is equal before the law. No one may be discriminated against on the basis of nationality (ethnic origin), race, colour, sex, language, origin, religion, political or other views, as well as property or social status, or on other grounds. The Estonian constitution and laws, and international human rights agreements, determine the characteristics regarding which a person must not be placed in a less favourable situation. Some of these characteristics are those that a person cannot change, such as sex, ethnic origin or disability. Others are those that may change during one's life, such as views or religion.¹⁰

- The organisation does not discriminate against anyone on the basis of their nationality (ethnic origin), race, colour, sex, sexual identity, language, origin, religion, physical or mental health conditions, political or other views, as well as property or social status, or on other similar grounds.
Discrimination does not hereby refer to the process of selecting the organisation's members which is based on official fixed criteria.
- The organisation does not host events nor tolerate attitudes that enforce discriminatory opinions which could lead to unequal treatment towards some groups of people.
- The work and decision processes of the organisation are well thought out and transparent in order to avoid unequal treatment or the reproduction of inequality.
If such processes have not been described in writing, every member can inquire about such matters from the managing authority.
- The members consider the climate of the organisation to be tolerant and to be able to offer equal opportunities to all of its members. The climate is assessed at least once a year.
It could be assessed using e.g. member surveys or development interviews.

¹⁰ Gender Equality and Equal Treatment Commissioner. <http://www.vordoigusvolinik.ee/>.

V SEXUAL HARASSMENT

Sexual harassment is a behaviour or activity of a sexual nature which demeans a person's dignity. A behaviour is considered to be sexual harassment if it matches the following four conditions: 1) it is seen as unwanted by the victim (this must also be expressed by the victim, or it must be clear in some other manner that the victim finds a certain behaviour disturbing and against his/her wishes); 2) it is of a sexual nature; 3) it is either verbal, non-verbal or physical; 4) its aim or actual result is to demean a person's dignity, creating a disturbing, threatening, hostile, disparaging, demeaning or insulting atmosphere. Sexual harassment can be verbal, mental or physical.¹¹ Organisations should not reproduce gender stereotypes – create perceptions about the behaviour, personality or even choice of speciality a person of a certain gender should be described with. This chapter is featured only on the basic level of the model since sexual harassment demeans a person's dignity and therefore no concessions should be made regarding this.

- The organisation has a zero-tolerance policy regarding sexual harassment.
- The organisation does not support jokes of sexual nature that can cause some members present to be uncomfortable.
- The members know who to turn to in case they come across sexual harassment inside the organisation. Cases of sexual harassment are handled by a respective disciplinary body (or by the board if no such body exists).
- The organisation does not host events nor tolerate attitudes in its everyday work that enforce gender stereotypes that could lead to unequal treatment.

¹¹ Gender Equality and Equal Treatment Commissioner. <http://www.vordoigusvolinik.ee/>.

ADDITIONAL LEVEL 1

Additional level 1 comes with the precondition that all criteria from the basic level are fulfilled as well.

I ALCOHOL, TOBACCO AND DRUGS

- At events, alcohol sales end one hour prior to the end of the event.
In international practice, temporal restrictions on alcohol sales have proven to be effective because they prevent people becoming drunk and enable them to become more sober by the time of departure (there may be risks on one's way home – falling victim to a crime, traffic accidents, falling down on the street, etc.).
- The organisation does not buy alcohol from its own budget, does not offer it for free nor organise the sale of alcohol at sporting events or events held at or near any water bodies. *Selling alcohol and consuming it at sporting events and competitions is not reasonable. Sporting events emphasise an active, healthy and fulfilling lifestyle and alcohol consumption is not a part of that. Regarding events taking place near water bodies, practice has shown that warnings and preventive measures (signs, protective fences around water bodies, presence of security detail) do not stop inebriated people from going into the water.*
- The organisation does not use alcohol companies as sponsors for any events unless they have asked specifically for non-alcoholic drinks as part of the sponsorship deal. In return for the sponsorship, non-alcoholic products of the alcohol company, but not the company's logo or alcoholic drinks, can be promoted.

II NUTRITION AND PHYSICAL ACTIVITY

- When offering food at events, at least half of the food is suitable for vegetarians and there are also options for people with special dietary needs (e.g. people following a vegan, gluten- or lactose-free diet, religious dietary restrictions etc.).
- At least twice a year, the organisation holds member-oriented events which raise the members' awareness regarding the necessity and importance of physical activity and introduce means for increasing one's physical activity in everyday life.
For example, the organisation could hold a training event, workshop or informative event on how convenient/safe it is to commute by bicycle in Tartu, exercises for a sedentary lifestyle, the role of physical activity in the prevention of diseases and disorders.

III MENTAL HEALTH

- Feedback is given regularly and it describes the work, not the person.
- Exchange of information is accurate, relevant and confidential.

Communication channels are functional and relevant. The information reaching the members is timely, accurate and of substance. Confidential information is kept confidential.

- The need for rearranging the organisation's work processes is evaluated regularly. If necessary, work processes are optimised e.g. by creating new assistant positions or temporary structures.
- Regular members of the organisation are also involved in the decision-making during periods between general assemblies.

For example, in cases of adopting official positions that members can have potentially conflicting views about, all members have the liberty to express their opinion.

IV EQUAL TREATMENT

- The organisation encourages minorities in their target group to join.
- The organisation takes diversity (gender/age/nationality) into account when choosing presenters or entertainers for its events.
- The members are informed about their rights to equal treatment and they know who to turn to in case they come across unequal treatment inside the organisation. Cases of discrimination are handled by a respective disciplinary body.

If no such disciplinary body exists, the organisation must establish one.

ADDITIONAL LEVEL 2

Additional level 2 comes with the precondition that all criteria from the basic level and additional level 1 are fulfilled as well.

I ALCOHOL, TOBACCO AND DRUGS

- The organisation does not buy alcohol from its own budget, does not offer it for free nor organise the sale of alcohol during its events.

The sale of alcohol that is irrespective of the organisation (e.g. at the bar in a club where an event takes place) is allowed (as long as the organisation does not earn any revenue from such sales). This way every participant has the option of consuming alcohol but it is not encouraged or organised by the organisation in any way and the organisation does not profit from it.

II NUTRITION AND PHYSICAL ACTIVITY

- The organisation does not use companies producing products not recommended by the model as sponsors for any event unless they have asked specifically for other healthy products as part of the sponsorship deal. In return for the sponsorship, the company is allowed to only promote the healthy products.

Such foods that are not recommended include food and drinks which contain large amounts of added sugar, salt, and/or saturated fatty acids.⁵

- The organisation offers their members free or affordable ways to work out.

For example, having sponsorship deals with sport clubs, providing financial support for participating in competitions, organising a workout group, providing space for working out, etc.

III MENTAL HEALTH

- The organisation helps to raise awareness among its members regarding mental health problems, incl. prevention, recognition and dealing with such problems and ways to seek help.

The organisation provides information about mental health issues, incl. how to prevent, recognise, handle such problems and ways to seek help. The organisation organises training or other events dealing with mental health or shares information about such events taking place.

- The organisation offers personal development opportunities for its members.

The organisation holds training events/conferences which enhance personal development for the members or shares information about such events and supports participation financially if possible.

IV EQUAL TREATMENT

- The work environment and conditions at the organisation are designed to meet the special mental and physical needs of the members.
- When selecting or electing its members and managing bodies, the organisation does not discriminate against someone on the basis of their nationality (ethnic origin), race, colour, sex, sexual identity, language, origin, religion, physical or mental health conditions, political or other views, as well as property or social status, or on other similar grounds.