



## Code of Conduct for Athletes

**Safety and responsibility** Take responsibility for ensuring a safe sports climate and commit to an inclusive environment where everyone feels welcome.

**Respect and equal treatment** Know and acknowledge the basic needs of everyone at the association: everyone has the right to privacy, safety, human dignity, and physical integrity.

Behave honestly, transparently, reliably, and respectfully towards others, and treat everyone equally. Refrain from discriminatory, demeaning, or (sexual) intimidating remarks, bullying, and other (physical, verbal, and non-verbal) transgressive behavior.

Do not discriminate on the basis of religion, belief, political affiliation, origin, gender, disability, sexual orientation, cultural background, age, or other characteristics. Take vulnerable people and groups into account.

### Rules and agreements:

Be honest and sporting. In addition to the rules of the game, know the rules of the venue, the club, and the (inter)national federation, and act accordingly. Also, do not use doping.

Make an effort to make clear agreements in a timely manner and stick to them.

Handle information with care, especially when it concerns potentially sensitive matters that could harm people. Treat the environment with respect, such as changing rooms and sports fields.

### Addressing and reporting

The basic principle is that everyone addresses someone when they observe that unsafe or potentially transgressive situations may be occurring. Report (suspicions or signs of) a doping violation, match-fixing, or (sexual) harassment to the board, the sports federation's reporting point, or the Centre for Safe Sport Netherlands (CVSN).

Discuss situations in which you do not feel safe or where something goes against your own values and norms with the trainer-coach, confidential contact person, or board, or contact the reporting point of the sports federation or CVSN.

### Favors and Gifts Do not

accept favors, gifts, services, or compensation from opponents, trainers/coaches, administrators, or third parties to do or refrain from doing anything that is contrary to the integrity of the sport. Do not offer this yourself either. Are you being offered something?

Then report this to your trainer-coach, the club board, or the sports federation's reporting point. Be open and transparent in your actions.

### Role Model

Watch your language and how you present yourself to others. Do you disagree with something? Then discuss it first with the person you disagree with and seek a joint solution before making statements, e.g. on social media, that could potentially bring the sport into disrepute.