



## Code of Conduct for Officers (Board Members and Volunteers)

### Safety and responsibility

Has and takes the responsibility to ensure a safe sports environment and sets  
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 fair and sporting. In addition to the rules of the game, know the rules of the venue, the club, and the federation, and act accordingly.

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

Handle information carefully, especially when it concerns potentially sensitive matters concerns and can harm people.

Encourage all athletes, coaches, and other officials to adhere to the regulations and procedures regarding sexual harassment, doping, and match-fixing, and to the applicable codes of conduct.

Keep yourself informed of the applicable rules through training/information sessions.

Make the topics of integrity and social safety open for discussion and pay active attention to them.

and pay preventive attention to it. Take appropriate and effective action against the violation of rules and standards by members and others.  
stakeholders.

### Be transparent. Be

transparent and careful in forms of cooperation and relationships to avoid the appearance of favoritism. Ensure that you work with officials, entrepreneurs, suppliers, sponsors, and

other organizations that are beyond reproach be behavior.

### Addressing and reporting

The basic principle is that everyone approaches someone when they observe that there may be unsafe or potentially cross-border situations. Report and encourage the reporting of (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).

Be aware of the reporting obligation for directors and comply with it.

### Favors and gifts Do not accept

favors, gifts, services, or compensation of a value exceeding €... and do not accept disproportionate donations (above €...) to the association with the aim of doing or refraining from doing something which in

is in conflict with the integrity of the sport. Offer do not report this yourself either. Report gifts and donations of more than €... to the General Assembly.

### Role model

Be an example to others and refrain from behavior and statements that could harm the sport or the sports federation.

can be discredited, also with the use of social media.

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