



Code of Conduct for Trainer-Coaches and Supervisors

Safety and responsibility

Has and takes responsibility to ensure a safe sports climate and is committed 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 everyone, and treat everyone equally. Lead by example by avoiding discriminatory, demeaning, bullying, or (sexual) intimidating remarks, and by refraining from transgressive behavior (physical, verbal, and non-verbal). Take responsibility and intervene if you suspect or observe this behavior. Discuss this immediately with those involved or report it to the confidential contact person or the board.

No sexual act, contact, and/or relationship with minors is permitted. Be aware of the obligation to report (suspected) sexual harassment and abuse.

Be aware of power imbalances with athletes and refrain from any form of (abuse of) power.

Create an atmosphere where athletes feel safe to set boundaries and discuss problems.

Take courses in pedagogy and recognizing and preventing 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.

Respect the athlete's private life.

Do not intrude into the private lives of athletes unnecessarily. Treat the athlete and the spaces they occupy, such as locker rooms, showers, or hotel rooms, with respect.

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 (inter)national federation, and act accordingly. Encourage all athletes and other involved parties in your team to do the same. Make an effort to establish clear agreements in a timely manner and adhere to them. Handle information with care, especially when it concerns potentially sensitive matters that could harm people. Treat the environment, such as changing rooms and sports fields, and the resources made available to you with respect.

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, technical director, or contact the sports federation's reporting point or the 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 the sports federation's reporting point. Be open and transparent in your actions.

Doping

Adhere strictly to the rules. Ensure that you are aware of the doping regulations and motivate your athletes not to use doping.

Match-fixing

Know the rules regarding match-fixing! Never bet on your own matches and competitions, or on matches and competitions over which you can have influence. Also, do not bet on youth competitions. Do not manipulate results or parts of matches. Do not share confidential information that

can be used for placing bets. Comply with the obligation to report match-fixing to the sports federation's reporting point or CVSN when you are approached regarding match-fixing or suspect that this is taking place.

Role Model Be

aware of your role model function as a trainer, coach, or supervisor. Pay attention to your language and how you present yourself to others. Refrain from behavior and statements that could bring the sport or the sports federation into disrepute, including when using social media.