

Code of conduct U-turn '22-'23

These codes of conduct are valid during training sessions, competitions (including those not organized by U-turn, but in which we participate) and all other activities organized from within the association and the activities in which we as an association have decided to participate. We assume that every member knows the content of this code of conduct and acts accordingly.

Code of conduct for athletes/members

The athlete/the member...

... **is open.** If you are asked to do something that goes against your own feelings, norms, and values: report this, for example to the board or to the confidential counselor(s). For questions and reports, you can also contact the Centrum Veilige Sport Nederland.

... **respects others.** You have respect for everyone. Pay attention to your language and how you present yourself to others. Make everyone feel that they can move freely and be themselves.

... **respects agreements.** If important: arrive on time, sign out (on time), listen to instructions, and keep to the rules that are in place.

... **treats the environment with care.** By this we mean the gymnasium, but also the places where competitions and activities are held. Do not break anything, respect everyone's property. Leave the locker room tidy. Clean up the materials. Throw trash in the trash cans.

... **stays away from others.** Do not touch anyone against their will. When in doubt about whether something can or cannot be done (both during and outside gymnastics), ask the person concerned.

... **abides by the rules.** Read and abide by the regulations, the house rules, this code of conduct, and all other agreements.

... **does not attack anyone's dignity.** Refrain from discriminatory, belittling, or intimidating remarks and behavior. Do not exclude anyone and be tolerant.

... **does not discriminate.** Do not discriminate on the basis of religion, belief, political affiliation, race, gender, sexual orientation, cultural background, level of education, age or other characteristics.

... **Is fair and sportsmanlike.** Do not cheat, or use verbal or physical violence.

... **reports violations of this code of conduct.** Report violations of this code to the board and/or the sports association's confidential counselor(s) (U-turn) or the sports association (the Sports Council/the NSTB). For questions and reports, you can also contact the Centrum Veilige Sport Nederland. NB: If someone has shared something confidential with you, call

the Centrum Veilige Sport Nederland, for example. You will then discuss with them what you can do. Treat the information of others with respect.

... drink alcohol in moderation after doing sports. It is also not allowed to train or compete under the influence of alcohol or other drugs. If board members feel (or confirm) that you are, they may prohibit you from participating.

Should an athlete act in a way that violates this code of conduct, there will be consequences. The first time the athlete will receive a warning (depending on the offense) and a conversation will be held with the person in question. After repeated violations, there will be more severe consequences, such as denial of access to activities, suspension or denial of membership (this can only be done during a GMM). This will take into account already-known violations. Violations of this code of conduct will be put on record.

Code of conduct for trainers, coaches and supervisors

A trainer, coach, or supervisor ...

... **provides a safe environment.** Create an environment and atmosphere in which social safety is ensured and perceived as such. Adhere to safety standards and requirements.

... **know and act on rules and guidelines.** Make sure you are aware of and apply the rules and guidelines (consider the by-laws and these rules of conduct). Also, enable your athletes to learn more about them.

... **Is careful and sincere when stating experience and positions.** State all relevant facts when you are appointed as a trainer, coach, or supervisor. You can also provide a certificate of good conduct (VOG).

... **Is aware of power dynamics and (sometimes) dependence, and does not abuse their position.** Do not use your position to exercise power unreasonably or inappropriately. Refrain from any form of (power) abuse, emotional abuse, physical transgressive behavior, including sexual comments, touching and/or sexual abuse. No sexual act, contact and/or relationship with minors is permitted. The trainer is aware of his/her/their position of power and will not abuse it with regard to any relationships with athletes.

... **respects the athlete's private life.** Do not intrude further into the private lives of athletes than is necessary and/or desirable. Treat athletes and the areas in which athletes are located, such as locker rooms and showers, with respect.

... **Do not harm anyone in his/her/their value.** Refrain from discriminatory, belittling or intimidating comments and behavior. Do not discriminate on the basis of religion, belief, political affiliation, race, gender, gender identity, sexual orientation, cultural background, age or other characteristics. Do not exclude anyone and be tolerant.

... **Is an example to others and refrains from conduct and remarks that bring the sport into disrepute.** Behaves courteously and respectfully, refraining from offensive and/or insulting remarks.

... **does not accept favors, gifts, services or compensation to do or refrain from doing anything contrary to the integrity of the sport.** If you are offered something to do or refrain from doing something, report it to the board.

... **enforces compliance with rules and standards.** Ensure that everyone complies with regulations, house rules and code of conduct.

... **is open and alert to warning signs.** Be vigilant and alert to signals and do not hesitate to pass them on to the board or the confidential counselor(s) and/or to contact the Centrum Veilige Sport Nederland.

... **does not drink alcohol and/or uses drugs while coaching.** Also, this person is not permitted to coach or be present at competitions while under the influence of alcohol or other

intoxicating substances. In addition, this person will agree with players that they will not come to training or a competition under the influence of any kind of drugs.

Should a trainer, coach, or supervisor act in a way that violates this code of conduct, there will be consequences. The first time the person will receive a warning (depending on the offense) and a conversation will be started with the person. After repeated violations, there will be more severe consequences, such as denial of his/her/their position. This will take into account already known infractions. Violations of this code of conduct will be put on record.

Code of conduct for board members

A board member ...

... **provides a safe environment.** Create an environment and atmosphere, in which social safety is ensured and experienced.

... **is service minded.** Always act in the best interests of the association and focus on the interests of members and/or affiliates.

... **is open.** Act as transparently as possible so that it is easy to be accountable and provide insight into your actions and motivations.

... **is trustworthy.** Adhere to the rules and agreements, such as the statutes, regulations, and decisions of the national association. Use information only for the purpose of the organization. Do not use confidential information for personal gain or for the benefit of others.

... **is careful.** Act with respect and prioritize equal treatment. Weigh interests appropriately. Handle confidential information carefully and properly. Substantiate board decisions well so that there is an understanding of the chosen direction.

... **avoids (the appearance of) conflicts of interest.** Do not hold an outside position or enter into a financial interest that conflicts or may conflict with your position. Discuss any intention to enter into an outside position or financial interest in an organization with responsible persons. Do not accept gifts or gratuities intended to provide a personal benefit.

... **be an example to others and refrain from conduct and remarks that bring discredit to the sport.** Behave courteously and respectfully, refrain from hurtful and/or offensive remarks.

... **is committed to working intensively to ensure that all athletes and coaching staff comply with the regulations.** Athletes and coaches must be bound in order for disciplinary law to apply, for example. As a board member, you are responsible - together with members, and trainers- for establishing rules of conduct for your own association. Be aware that as a board member you have a reporting obligation when it comes to sexual harassment.

... **take (reports and signals of) undesirable behavior and transgressive behavior seriously.** Make an effort to make and keep the subject of integrity open for discussion. Make sure the organization is alert to undesirable and/or (sexually) transgressive behavior. Encourage the reporting of undesirable behavior. Take adequate action against the violation of rules and standards by athletes, employees, supporters, and others.

... **is aware of power inequality and (sometimes) dependence, and does not abuse their position.** Does not use one's position to exercise power unreasonably or inappropriately. Refrain from any form of (power) abuse, emotional abuse, physical transgressive behavior, including sexual comments, touching and/or sexual abuse. No sexual act, contact and/or relationship with minors is permitted. The board member is aware of their position of power and will not abuse it with regard to any relationships with athletes.

... makes every effort to work with employees, officials, business owners, agents, suppliers, sponsors, etc. with integrity. Ensure that your sports organization deals internally and externally with individuals and organizations that are of unimpeachable conduct.

... enforce rules and standards. Ensure that everyone complies with regulations, house rules, and code of conduct.

Should a board member act in a way that violates this code of conduct, there will be consequences. The first time, the person will receive a warning (depending on the offense) and a conversation will be held with the person. After repeated violations, there will be more severe consequences, such as denial of their position. This will take into account already-known violations. Violations of this code of conduct will be put on record.