

## **WaHo Code of conduct**

This code of conduct is a document that contains norms, values, and guidelines that apply within WaHo. It is important to note that this code of conduct has not been formally agreed upon and therefore does not have legal status. However, it is expected that all members, trainers, coaches, officials, and other people involved adhere to this code of conduct. This ensures that WaHo retains a respectful and enjoyable sports environment. After all, we all participate in sports because we enjoy it, so let's make sure it stays enjoyable for everyone!

### **The athlete:**

**Follows the rules.** Read the internal regulations, this code of conduct, any other agreements, and adhere to them.

**Communicates openly.** If you are asked to do something that goes against your own feelings, norms, and values, tell the other person how you feel about their behaviour. If you suspect that someone feels uncomfortable, ask them about their feelings on the situation.

**Respects others.** Show respect to everyone - opponents, teammates, referees, coaches, spectators, and everyone else. Mind your language and how you present yourself to others. Make everyone feel welcome to be themselves. Refrain from making derogatory or intimidating remarks and behaviour.

**Treats their surroundings with care.** Do not damage anything, respect everyone's property. Leave the changing rooms, the hall, and the sports bar tidy. Always clean up materials and waste.

**Keeps their hands to themselves.** Do not touch anyone against their will.

**Does not discriminate.** Do not discriminate based on religion, belief, political affiliation, ethnicity, gender, sexual orientation, cultural background, age, or other characteristics. Do not exclude anyone and be tolerant.

**Is honest and displays sportsmanship.** Do not cheat, use verbal or physical violence. Doping is prohibited, and definitely do not engage in match-fixing.

**Reports violations of this code of conduct.** Report violations of this code to the Board and/or designated contact persons. For questions and reports, you can also contact the Centrum Veilige Sport Nederland.

### **The trainer, coach, or supervisor**

**Ensures a safe environment.** Create an environment and atmosphere in which social safety is guaranteed and experienced as such. Adhere to safety standards and requirements.

**Is aware of power imbalances and (sometimes) dependency, and does not abuse their position.** Do not use your position to exert power in unreasonable or inappropriate ways. Refrain from any form of abuse of power, emotional abuse, (physically) crossing boundaries, including sexually suggestive remarks, touches, and/or sexual abuse. You also have an obligation to report sexual harassment and abuse to the board and/or CCP's.

**Sets an example for others and treats all the athletes with dignity.** Treat the athletes with respect. Do not use your position of power to belittle the athletes you train/coach. Behave respectfully, refrain from offensive and/or insulting remarks.

**Does not discriminate.** Refrain from discriminatory, derogatory, or intimidating remarks and behaviour. Do not discriminate based on religion, belief, political affiliation, race, gender, sexual orientation, cultural background, age, or other characteristics. Do not exclude anyone and be tolerant.

**Ensures compliance with rules and norms.** Ensure that everyone complies with the internal regulations, the code of conduct, any other agreements, and adhere to them.

**Is open and alert to warning signs.** Be vigilant and alert to signs and do not hesitate to pass them on to the Board or one of the confidential contact persons and/or contact the Centrum Veilige Sport Nederland.

**Is trustworthy.** Never disclose information that has not been made public, or that has been told to you in confidence. Do not accept favours, gifts, services, or compensation to do or refrain from doing something that is contrary to the integrity of the sport.

### **The executives (Board, committee members or functionaries)**

**Ensure a safe environment.** Create an environment and atmosphere in which social safety is guaranteed and experienced as such. Act with respect and prioritize equal treatment.

**Are service-oriented.** Always act in the interest of the association and focus on the interests of the members and/or affiliates.

**Are transparent.** Act as transparently as possible, making it easy to be accountable and provide insight into their actions and motivations.

**Are reliable.** Adhere to the rules and agreements, such as the statutes, internal regulations, and this code of conduct. Use information only for the purpose of the organization. Do not use confidential information for personal gain or to benefit others. Handle confidential information carefully and correctly.

**Prevent (the appearance of) conflicts of interest.** Do not hold conflicting secondary positions and do not enter into a financial interest that is or may be in conflict with your function. Discuss any intention to engage in a secondary position or a financial interest in an organization with responsible parties. Prevent the appearance of favouritism in cooperation forms and relationships in violation of fair competition. Do not accept gifts intended to provide personal advantage.

**Set an example for others and refrains from behaviours and statements that discredit the association.** Behave respectfully, refrain from offensive and/or insulting remarks.

**Ensure compliance with rules and norms.** Ensure that everyone complies with the internal regulations, the code of conduct, any other agreements, and adhere to them. Works intensively to ensure that all athletes and supervisors comply with regulations regarding doping, sexual harassment, and match-fixing.

**Take (reports and signals of) improper conduct and boundary-crossing behaviour seriously.** Make an effort to make the subject of integrity discussable and keep it so. Ensure a certain level of alertness in the organization for improper and/or boundary-crossing behaviour. Encourage reporting of unwanted behaviour. Act adequately against violations of rules and norms by athletes, employees, supporters, and others.

**Are aware of the risks of match-fixing and act accordingly.** Do not influence the outcomes of matches for purposes other than the fair pursuit of the best possible sporting performance, for example, in the case of match-fixing. Do not provide information, which has not yet been made public, about a match or an aspect of a match in which you are involved, to bookmakers or others.

**Handle alcohol responsibly and are aware of their role model status.**

### **Externals (supporters, referees, opponents)**

**Are aware of the current code of conduct of the Nevobo.** We request external parties to familiarize themselves with and act according to the code of conduct of the Nevobo. This code of conduct serves as a guideline for sports integrity and ethical behaviour in sports.

**Behave respectfully.** External parties are expected to behave respectfully towards our members, staff, and other people involved.

**Observe the (match) regulations.** When participating in matches or other activities at our location, external parties are required to respect the applicable regulations and house rules.