



Code of conduct for officials (directors, staff other than athletes)

- **Provide a safe environment.** Create an environment and atmosphere, in which social safety is ensured and experienced.
 - **Be of service.** Always act in the interest of the federation or other legal entity and focus on the interest of its members and/or affiliates.
 - **Be open.** Act as transparently as possible so it is easy to be accountable and give insight into your actions and motivations.
 - **Be reliable.** Adhere to the rules and agreements, such as the statutes regulations and decisions of the international federation. Use information only for the purpose of the organisation. Declare that you will not use confidential information for your own gain or for the benefit of others.
 - **Be careful.** Act with respect and prioritise equal treatment. Weigh interests correctly. Be careful and sincere when stating experience and positions. Handle confidential information carefully and correctly. Substantiate board decisions well so that there is an understanding of the chosen direction.
 - **Avoid (the appearance of) conflicts of interest.** Do not hold an ancillary position or enter into a financial interest that conflicts or may conflict with your position. Discuss any intention to enter into an ancillary position or financial interest in an organisation with responsible persons. Declare financial interests in other organisations and ancillary positions. Indicate whether ancillary positions are paid or unpaid. Avoid the appearance of favouritism in forms of cooperation and relationships that violate fair competition.
- Do not accept gifts or gratuities intended to give a personal advantage. Do not give gifts by virtue of the position and do not offer services of a value of more than €50, nor make promises to do or refrain from doing something. Report gifts and gratuities of more than €50 received or given on account of the job.
- **Be an example to others and refrain from behaviour and remarks that bring the sport into disrepute.** Behave courteously and respectfully, abstaining from hurtful and/or insulting remarks.
 - **Monitor compliance and work intensively to** ensure that all athletes and coaches comply with the regulations on doping and sexual harassment. Athletes and escorts must be bound by, for example, disciplinary law. As a director, you are responsible for drawing up - together with members, coaches and parents - rules of conduct for your own association.
 - **Take (reports and signals of) improper conduct and cross-border behaviour seriously.** Strive to make and keep the subject of integrity open for discussion. Ensure a certain level of alertness in the organisation for improper and/or transgressive behaviour. Encourage the reporting of inappropriate behaviour. Take adequate action against the violation of rules and standards by athletes, staff, supporters and others.
 - **Make an effort** to work with staff, officials, entrepreneurs, fiduciaries, suppliers, sponsors, etc. with integrity. Ensure that your sports organisation deals internally and externally with persons and organisations of impeccable conduct. Check whether an official is of impeccable conduct and do research in relation to the intended position. Also do research on business partners and other involved.



Code of conduct for trainer-coaches and escorts

- **Provide a safe environment.** Create an environment and atmosphere where social safety is guaranteed and perceived to be so. Adhere to safety standards and requirements.
- **Know and act on the rules and guidelines.** Make sure you know and apply the rules and guidelines. Also enable your athletes to learn more about them. For example, take them to information sessions on doping, or sexual harassment. Do not interfere improperly in doping control procedures or investigations.
- **Be careful and sincere when stating experience and positions.** State all relevant facts when you are appointed as a trainer, coach or escort. You can also provide a Certificate of Good Conduct (VOG).
- **Be aware of power inequality and (sometimes) dependence, and do not abuse your position.** Do not use your position to exercise power unreasonably or inappropriately. Refrain from any form of (power) abuse, emotional abuse, physical transgressive behaviour, including sexual comments, touching and/or sexual abuse. No sexual act, contact and/or relationship with minors is permissible. You have a reporting obligation about sexual harassment and abuse.
- **Respect the athlete's private life.** Do not intrude further into athletes' private lives than necessary. Treat the athlete and the spaces in which athletes are located, such as changing rooms, showers or hotel rooms, with respect.
- **Do not attack anyone's dignity.** Refrain from discriminatory, belittling or intimidating remarks and behaviour. Do not discriminate on the basis of religion, belief, political affiliation, race, gender, disability, sexual orientation, cultural background, age or other characteristics. Do not exclude anyone and be tolerant.
- **Be an example to others and refrain from behaviour and remarks that bring the sport into disrepute.** Behave in a courteous and respectful manner, refrain from hurtful and/or insulting remarks.
- **Do not accept any favours, gifts, services or fees to do or refrain from doing anything that violates the integrity of the sport.** If you are offered something to do or refrain from doing something, report it to the board.
- **Monitor compliance with rules and standards.** Ensure that everyone complies with the regulations, house rules and code of conduct.
- **Be 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 (contact) person and/or contact the Centrum Veilige Sport Nederland.
- **Do not drink alcohol while coaching** and agree with youth teams not to drink alcohol.



Code of conduct for judges and officials

- Treat all involved **with respect**.
- **Provide a safe environment** in and around the competition in cooperation with trainers/coaches, staff and escorts. Create an environment and atmosphere in which social safety is guaranteed and perceived as such. Adhere to safety standards and requirements.
- **Organise good cooperation** with the other competition officials, who are active in the match (assistant/ competition officials, jury table, etc.).
- **Be subservient**, both in facilitating the sporting conduct of the game and in implementing policies around sporting behaviour.
- **Oversee compliance with rules and standards** in cooperation with trainers/coaches, staff and escorts. Oversee compliance with regulations, house rules, this code of conduct and other standards.
- **Be open**. Act as transparently as possible, making it easy to be accountable and understanding the actions and motivations.
- **Be an example** to others and refrain from behaviour and statements that discredit the sport, including when using social media.
- **Do not accept favours, gifts, services or goods from opposing players, trainers/coaches, administrators, or third parties, 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.
- **Do not offer favours, gifts, services or compensation to** other participants, trainers/coaches, staff, directors, or third parties to do or refrain from doing anything contrary to the integrity of the sport.
- **Be collegial** to other referees and officials, even if he/she is a spectator to a fellow judge.



Code of conduct for athletes

- **Be open.** If you are asked to do something that goes against your own feelings, norms and values: report it, for example to the board. For questions and reports, you can also contact the Centrum Veilige Sport Nederland. Also when you are asked to cheat, report this.
- **Respect others.** You have respect for everyone. For the opponent(s), your teammates, the match officials, your trainers, the spectators and everyone else. Pay attention to your language and how you present yourself to others. Make everyone feel free to move around.
- **Respect agreements.** Come on time, sign out (on time), listen to instructions and stick to the rules.
- **Treat the surroundings nicely.** Do not break anything, respect everyone's property. Leave the changing room tidy. Clean up the materials. Throw rubbish in the waste bins.
- **Stay away from others. Do not touch** (outside normal sports practice) anyone against their will.
- **Stick to the rules.** Read and abide by the regulations, the house rules, this code of conduct and all other agreements.
- **Do not attack anyone's dignity.** Refrain from discriminatory, belittling or intimidating remarks and behaviour. Do not exclude anyone and be tolerant.
- **Be an example and show respect.** Have respect for your opponent(s), your teammates, the competition director(s), or jury, your trainers, the spectators and everyone else. Pay attention to your language and how you present yourself to others. Be aware of your role model function.
- **Do not discriminate.** Do not discriminate on the basis of religion, belief, political affiliation, race, gender, disability, sexual orientation, cultural background, age or other characteristics.
- **Be fair and sporting.** Do not cheat, do not use verbal or physical violence, do not use doping. Do not participate in fixing a competition or record.
- **Report violations of this code of conduct.** Report violations of this code to the board and/or the confidential contact person of the sports association or your club. 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. We will then discuss what you can do.
- **After exercising, drink alcohol in moderation (in line with the legal limit) and do not drink if you still have to participate in traffic.**



Code of conduct for elite athletes

- **Be fair and sporting.** Don't cheat, don't use verbal or physical violence, don't use doping. Always do your best to win. Do not take part in fixing a competition or record.
- **Be careful.** Never make information available, including to family and friends, that has not already been made public and can be used to place bets.
- **Know and abide by rules, including rules on doping and sexual harassment.**
- **Visit information sessions on doping and match-fixing.** NOC*NSF and the Doping Authority have developed the Continuous Learning Line Doping-Free Sport, which consists of three information packages: Gold, Silver and Bronze. As an athlete, you attend the meetings, which are part of these packages. You also visit the information meetings on matchfixing held by NOC*NSF or the sports associations and/or follow the e-learning on this subject.
- **Always provide 'whereabouts' in a timely and correct manner.** Some athletes have a whereabouts obligation. You must then provide your residence details to the Doping Authority or the International Federation. It is your obligation as an athlete to handle this correctly and securely.
- **Be open.** If you are asked to do something that goes against your own feelings, norms and values, report it, for example to the board of your sport federation or to the sports association. Also report (signs of) a doping violation. For questions and reports, you can also contact the Centrum Veilige Sport Nederland or other available channels. Also report if you are approached for cheating or if you observe other serious violations of this code.
- **Be an example and show respect.** Have respect for your opponent(s), your teammates, the match director(s), or jury, your trainers, the spectators and everyone else. Pay attention to your language and how you present yourself to others. Be aware of your role model function.
- **Do not discriminate.** Refrain from discriminatory, belittling or harassing comments and behaviour. Do not discriminate on the basis of religion, belief, political affiliation, race, gender, disability, sexual orientation, cultural background, age or other characteristics.
- **Do not accept favours, gifts, services or fees from opposing players, trainers-coaches, administrators, or third parties to do or refrain from doing anything contrary to the integrity of the sport.** If you are offered something to then do or refrain from doing something, report it to the board. Be open and transparent.
- **Do not offer favours, gifts, services or compensation to opponents, trainer-coaches, administrators, or third parties to do or refrain from doing anything contrary to the integrity of the sport.**
- **After exercising, drink alcohol in moderation (in line with the legal limit) and do not drink if you still have to participate in traffic.**