

CODE OF CONDUCT FOR MEMBERS OF USV PROTOS

This code of conduct is a document that contains norms, values, and guidelines that apply within USV Protos. 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 USV Protos remains 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:

Is open. If you are asked to do something that goes against your own feelings, norms, and values, report this to the board or a confidential contact person.

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 free to move freely.

Respects agreements. Be punctual, notify in advance if you cannot attend, listen to instructions, and follow the rules.

Treats the environment 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 hands to oneself. Do not touch anyone against their will (outside normal sports activities).

Follows the rules. Read the regulations, the house rules, this code of conduct, and all other agreements, and adhere to them.

Respect everyone's dignity. Refrain from making derogatory or intimidating remarks and behaviour. Do not exclude anyone and be tolerant.

Does not discriminate. Do not discriminate based on religion, belief, political affiliation, ethnicity, gender, sexual orientation, cultural background, age, or other characteristics.

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

Report 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

As a trainer, coach, and/or supervisor you are jointly responsible for creating the safest possible environment for athletes, where everyone can be themselves at their own level.

A 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.

Does not undermine anyone's dignity. Treat the athlete and the spaces where athletes are located, such as changing rooms, showers, or elsewhere, with respect.

Tast niemand in zijn waarde aan. 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.

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

Does not accept favours, gifts, services, or compensation to do or refrain from doing something that is contrary to the integrity of the sport. If you are offered something to do or refrain from doing, report it to the board.

Ensures compliance with rules and norms. Ensure that everyone complies with the regulations, house rules, and code of conduct.

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 cautious. Never provide information that has not been made public and can be used for placing bets. Remember that influencing the outcome of a match for purposes other than the fair pursuit of the best possible sporting performance, for example, in the case of match-fixing, is not allowed.

Does not consume alcohol while coaching.

The executives

As an executive, you ensure that everyone can participate and be themselves. Set a good example and apply the following code of conduct.

An executive:

Ensures a safe environment. Create an environment and atmosphere in which social safety is guaranteed and experienced as such.

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

Is open. Act as transparently as possible, making it easy to be accountable and provide insight into your actions and motivations.

Is reliable. Adhere to the rules and agreements, such as the statutes, regulations, and decisions of the Nevo. Use information only for the purpose of the organization. Do not use confidential information for personal gain or to benefit others.

Is careful. Act with respect and prioritize equal treatment. Weigh interests correctly. Be careful and sincere in mentioning experience and functions. Handle confidential information carefully and correctly. Substantiate board decisions well so that there is understanding of the chosen direction.

Prevents (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 or gifts intended to provide personal advantage.

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

Works intensively to ensure that all athletes and supervisors comply with regulations regarding doping, sexual harassment, and match-fixing. Athletes and supervisors must be bound, for example, to make disciplinary law applicable. As an executive, you are responsible for jointly with the members and trainers setting up codes of conduct for your own association.

Takes (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.

Is aware of the risks of match-fixing and acts 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.

Ensures compliance with rules and norms. Ensure that everyone complies with the regulations, house rules, and code of conduct.

Externals (supporters, referees, opponents)

In addition to the indispensable role of external parties, such as referees and opponents, we greatly appreciate their presence at our association. Together with any supporters, we believe they contribute to a lively atmosphere during matches. However, we also have expectations of them regarding respect, sportsmanship, and integrity. Together, we strive for an environment where everyone feels welcome and respected. Therefore, we expect them to apply the following code of conduct

A visitor at USV Protos:

Is 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.

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

Observes 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.