



## **Code of Conduct**

### **UTKA Ultimate**

### **Student Ultimate Frisbee Utrecht**

## 1. Applicability

The Code of Conduct sets out guidelines for members, trainers and administrators of UTKA Ultimate. UTKA attaches great importance to the safety and well-being of its members, trainers and administrators and will therefore carefully monitor compliance with this code of conduct. This code of conduct has been drawn up using the guidelines of NOC\*NSF.

## 2. The frisbee player (...)

2.1. is open. When the frisbee player is asked to do something that goes against their own standards and values, they report this, for example to a trustee or the board. For questions and reports, the frisbee player can also contact the Sportsraad's trustee or NOC\*NSF's Sports Confidential Point.

2.2. shows respect for other frisbee players, trainers, spectators and everyone else. They pay attention to the use of language and presentation to others. They make everyone feel free to move around.

2.3. respects appointments. The frisbee player arrives on time, signs off in time, listens to instructions and abides by the rules.

2.4. treats the playrooms and the surroundings neatly. They do not break anything, respect everyone's property and leave the changing room tidy. They clean up the materials and throw waste in the waste bins.

2.5. stays away from others. They do not touch anyone against their will.

2.6. keeps to the rules. The frisbee player reads and abides by the regulations, the house rules, this code of conduct and all other agreements.

2.7. does not affect anyone's self-esteem. The frisbee player does not bully and refrains from discriminatory, belittling or intimidating remarks and behaviour. They do not exclude anyone and are tolerant.

2.8. does not discriminate. The frisbee player does not discriminate on the basis of religion, belief, political affiliation, race, gender, sexual orientation, cultural background, age or other characteristics.

2.9. reports violations of this code of conduct. They shall report violations of this code to the board of UTKA Ultimate. For questions and reports, they can also contact one of the confidential advisers or the Confidential Point of Sport of NOC\*NSF.

NB: When certain facts are shared confidentially, do not breach this confidentiality. However, when a member's interests are seriously at stake, consult a confidential contact person.

## 3. A trainer (...)

3.1. ensures a safe environment. They create an environment in which social safety is guaranteed and perceived to be so. They adhere to safety standards and requirements.

3.2. knows and acts according to rules and guidelines. The trainer ensures that they know the rules and guidelines and apply them. They also enable athletes to find out more about them.

3.3. is careful and sincere when stating experience and positions. They mention all relevant facts when appointing a trainer.

3.4. is aware of power inequality and (sometimes) dependence and does not abuse their position. They refrain from any form of (power) abuse, emotional abuse, physical transgressive behaviour, including sexual remarks, and touching and sexual abuse. All sexual acts, contacts and relationships with minors are not permitted under any circumstances.

3.5. respects the athletes' private lives. They do not intrude further into the athletes' private lives than is necessary. The trainer treats the athlete and the spaces in which the athletes are, such as the changing room or the hall, with respect.

3.6. does not attack anyone's dignity. They shall refrain from discriminatory, belittling or intimidating remarks and behaviour. They do not discriminate on the basis of religion, belief, political affiliation, race, gender, sexual orientation, cultural background, age or other characteristics. They do not exclude anyone and is tolerant.

3.7. is an example to others and refrains from behaviour and remarks that bring the sport into disrepute.

3.8. does not accept any favours, gifts, services or compensation to do or refrain from doing anything contrary to the integrity of the sport. If offered to do or refrain from doing anything, they shall report it to the board.

3.9. does not offer favours, gifts, services or compensation to do or refrain from doing anything contrary to the integrity of sport.

3.10. monitors compliance with rules and standards. The trainer shall ensure compliance with regulations, house rules, this Code of Conduct and other standards. 3.11. is open and alert to warning signs. They are vigilant and alert to signals and do not hesitate to pass on signals to the board, the confidential (contact) person and/or the confidential sports point.

3.12. is cautious. They never make available information, which has not been made public.

4. A board member or other official:

4.1. ensures a safe environment. They create an environment where social safety is guaranteed and perceived to be so.

4.2. is subservient. They always act in the interest of the association or other legal entity and focus on the interests of the members, and/or affiliates.

4.3. is open. They act as transparently as possible, making it easy to be accountable.

4.4. is trustworthy. They abide by rules, including the statutes, regulations and decisions of the (inter)national association and agreements. Information is used for the purpose of the organisation. The board member declares not to use confidential information for their own benefit or for the benefit of others.

4.5. is diligent. They act with respect and puts equal treatment first. Interests are weighed properly. They are careful and sincere when stating experience and positions. The board member handles confidential information carefully and correctly. They will substantiate board decisions well so that people understand the chosen direction.

4.6. is an example to others and refrains from behaviour and remarks that bring the sport into disrepute. They behave professionally and respectfully, refrain from offensive and/or insulting remarks.

4.7. makes intensive efforts to ensure that all members and trainers are bound by the relevant rules. In addition, the board member is responsible for drawing up rules of conduct for their own association together with members and trainers.

4.8. takes (reports of) inappropriate and/or cross-border behaviour seriously. They make an effort to make and keep the subject of integrity open for discussion. They ensure a certain level of alertness in the organisation for improper and/or transgressive behaviour. The board member encourages the reporting of inappropriate behaviour. They take adequate action against the violation of rules and standards by frisbee players, trainers, supporters and others.

4.9. Strives to work with trainers, officials, sponsors, etc. of integrity. They try to achieve a situation in which the sports organisation acts internally and externally with persons and organisations of irreproachable conduct. The board member checks whether a trainer is of impeccable conduct, requests a Certificate of Good Conduct (VOG) and conducts research, in relation to the intended position. They investigate business partners, et al.

4.10. monitors compliance with rules and standards. The board member ensures compliance with the regulations, the articles of association, the internal regulations, the privacy statement, this code of conduct and other standards.

## 5. Amendments

This code of conduct is subject to change.