



## Code of conduct social safety

**As trainer, coach or supervisor of young athletes I state the following:**

1. **I will provide a safe environment.** I will create an environment and ambiance in which social safety is guaranteed and felt. I will act according to the safety norms and standards.
2. **I know the rules and guidelines and will act accordingly.** I will make sure I am aware of the rules and guidelines and apply them. I will also enable the athletes to obtain more information about the rules and guidelines.
3. **I am precise and honest when mentioning past experience and previously held jobs.** I will mention all relevant facts when appointed as trainer, coach or supervisor.
4. **I am aware of the unequal balance of power and (sometimes) dependency and will not abuse my position.** I will not use my position to exert power in an unreasonable or inappropriate way. I will refrain from any form of abuse (of power), emotional abuse, physically unacceptable behaviour including sexually explicit comments, inappropriate touching and sexual abuse. All sexual acts, contacts and relations with minors are not permitted under any circumstances
5. **I will respect the private life of the athlete.** I will not intrude into the private life of the athlete more than is necessary. I will treat the athlete with respect, as well as the rooms where the athletes are staying, like the changing room, the showers or the hotel room.
6. **I will not try to affect a person's integrity.** I will refrain from discriminating, belittling or intimidating remarks and behaviour. I will not discriminate based on religion, belief, political affiliation, race, gender, sexual orientation, cultural background, age or any other characteristic. I will exclude no one and will be tolerant.
7. **I am an example for others and will refrain from behavior and statements which will discredit the sport.** I will behave respectfully and will refrain from hurtful and/or insulting remarks.
8. **I will not accept any favours, gifts, services or payments to do or not do something that affects the integrity of the sport.** If something is offered to me in exchange for doing or not doing something, I will report this to management or the employer.
9. **I will not offer any favours, gifts, services or payments** to do or not do something that has an adverse effect on the integrity of the sport.
10. **I will see to it that the rules and norms are followed.** I will see to it that the regulations, the house rules, this code of conduct and other norms are followed.
11. **I am open to and alert to warning signs.** I am watchful and alert and will not hesitate to pass on signals to management, the employer or the counsellor and or to contact the 'vertrouwenspunt sport' (the counselling office for sports).
12. **I am careful.** I will never make information available which has not yet been disclosed publically and can be used for placing bets. I will not place bets on the sports that I am professionally involved in.
13. **I will make a verbal agreement with the youth teams that no alcohol or drugs will be used.**

This code of conduct is for trainers, coaches and supervisors and has been derived from the code of conduct of NOC\*NSF.

**I hereby declare to act in accordance with the code of conduct**

**Naam:**

**Datum:**

**Handtekening**