

WORKSTREAM 7 - Conduct, guidelines and ethics

Action 1: create codes of conduct for all groups in your sports club

Example code of conduct ATHLETES

- 1) **We respect others.** We respect our fellow athletes, opponents, coaches, referees, jury members, supporters and club volunteers. We show this by talking to them respectfully both on and off the field and by displaying sportsmanlike behaviour.
- 2) **We ensure a great group atmosphere.** We ensure that everyone feels good in the group and respect that everyone is different and should be able to be themselves. We say a resounding NO to interpersonal violence, bullying, racism, sexism, homo- and transphobia!
- 3) **We ask permission.** We ask if it is okay to touch someone if we want to help with a sports movement. Even when we take photos or make videos, we always check whether everyone feels comfortable with this and whether we can post this on social media. We respect each other's personal boundaries and talk about this with each other.
- 4) **We are honest.** If we are injured or not feeling well, we talk about this with our coach so that we can always practice our sport in a healthy way. This way we not only help ourselves, but also the team!
- 5) **We are open.** When we notice that someone is not feeling well, is not being treated well or is being asked to do things against their will, we report this to the Safeguarding Officer, someone from the club board or an adult we trust.

Example code of conduct COACHES

- 1) **We respect others.** We respect our athletes, opponents, fellow coaches, referees, jury members, supporters and club volunteers. We show this by talking to them respectfully and by displaying sportsmanlike behaviour both on and off the field.
- 2) **We ensure that our athletes experience the best possible enjoyment.** We do everything we can to ensure that they experience optimal enjoyment, learn as athletes and grow as people. We also recognise that sports activities can help athletes learn skills that they can use in various areas of life.
- 3) **We enter into dialogue with our athletes.** We consider it important to stimulate personal involvement and dialogue among athletes. We always try to understand the feelings of our athletes and seek coordination with each other.
- 4) **We take care of and take responsibility for athletes.** We pay attention to athletes and their problems and are open to communication and discussion of these. We understand that a child is more than just an athlete!
- 5) **We dare to ask for advice.** We respect decisions and advice from experts (medical, psychological, nutritional, etc.) who monitor the health of our athletes and adapt the training of our athletes to this advice. We surround ourselves with experts who can optimally advise us in the guidance of athletes. We are open to their expertise and actively involve them in the decision-making process.
- 6) **We show exemplary behavior.** We try to remain calm, even in difficult circumstances. We show the right attitude in training and competitions. For example, we do not show rude, insulting and/or hurtful behavior and we do not shout at athletes to achieve certain goals. If this does happen, we apologize to the athlete. We always try to be a positive role model!
- 7) **We praise efforts.** We try to be aware of the daily efforts of our athletes and give constructive positive feedback, regardless of the result. We want to push boundaries together, in a stimulating way, and we also take into account the ambitions of our athletes.
- 8) **We respect physical and psychological boundaries.** A pat on the back is nice when things are not going so well. Furthermore, we are aware that physical contact is not experienced as pleasant by everyone. We ask permission if this is necessary to give certain instructions. We are aware of our position of power and do not abuse it.
- 9) **We are approachable.** We are accessible and available, so that athletes and colleagues trust us when expressing doubts and concerns. We are aware of our exemplary role, both on and certainly off the field, and we take responsibility for this. We communicate about this, so that this feels lowering the threshold for our athletes and colleagues.

Example code of conduct BOARD MEMBERS

- 1) **We respect others.** We respect our athletes, opponents, coaches, referees, jury members, supporters and club volunteers. We show this by talking to them respectfully and by displaying sportsmanlike behaviour both on and off the field.
- 2) **We take on our role as an example.** We understand that we have a role model function and that our behaviour also determines the behaviour of others.
- 3) **We act as equals.** We do not abuse our position of power and always put the interests of club members and their well-being first.
- 4) **We create a safe and open environment.** We put our shoulders to the wheel to create a psychologically and physically safe environment. We help the Safeguarding Officer to make its role known and communicate proactively about the importance of this. When incidents come to us, we take them seriously, with respect for the person.
- 5) **We know our place.** We support where possible, but leave the training and everything that comes with it in terms of decisions to the coaches. We encourage others to take on responsibilities and thus allow them to grow in their function or role. We are aware of the social context surrounding an individual, but guard the boundaries and do not interfere in their private lives.
- 6) **We respect the privacy of others.** We handle the privacy of athletes with care in files, reporting and contact with third parties.