



Code of conduct for student dance association STUdance

*Based on the guidelines of the NOC*NSF*

1. Applicability

The code of conduct was made for members, trainers and board members of STUdance. STUdance values the safety and wellbeing of the members, trainers and board members. That is why it will ensure that everyone upholds the code of conduct.

2. The sporter...

2.1 is open. When something is asked of her¹ which goes against her own norms and values, she will report this, to for example the board. For questions and notifications she can also go to the counselor of STUdance or to the counselor of sport of NOC*NSF.

2.2 shows respect to teammates, the trainers, the audience, and everyone else. She will mind her language and the way she presents herself to others. She gives everyone the feeling that he or she can move freely.

2.3 respects agreements. She will be on time, sign off timely, listen to instructions and follow the rules.

2.4 handles the dancing room and surroundings carefully. She doesn't break anything, respects other people's property and cleans up the changing rooms after herself. She cleans up all used materials and throws trash in the bins.

2.5 doesn't touch other people. She will not touch anyone against their will.

2.6 follows the rules. She will read the regulations, house rules, this code of conduct and all other agreements. She will keep to these agreements.

2.7 does not affect anyone's self esteem negatively. She does not bully and does not show discriminating, belittling or intimidating behaviour. She will not exclude people and is tolerant.

2.8 does not discriminate. She does not differentiate based on religion, world view, political view, race, gender, seksual preferences, cultural background, age or other characteristics.

2.9 reports it when someone breaks the code of conduct. She will report breaking of the code of conduct to the board members of STUdance. For questions and reports she can go to one of the counselors or to the counselor of sport of NOC*NSF.

NB: when certain facts are shared confidentially do not break this confidence. However when the interests of a member are in serious danger, ask a counselor of STUdance or of the Sportraad (sports counsel) for advice.

3. The trainer...

3.1 will provide a safe space. She will create a socially secure environment and which will be experienced as such. She will follow the safety norms and meet the security requirements.

3.2 knows and upholds the rules and guidelines. She will make sure she has knowledge of the rules and guidelines and applies them. She will enable the sporters to get more information about them.

3.3 is diligent and honest in listing her experiences and functions. She will mention all relevant facts when she gets a commission as a trainer, coach or mentor.

3.4 knows of the inequality in power and (sometimes also) the dependency between herself and the sporters and does not abuse her position. She does not participate in any form of

¹ 'She' or 'her' may be read as 'he' or 'his' in this and future clauses.



abuse of power, emotional abuse, physical transgressive behaviour, which includes sexually tinted comments, touches or sexual abuse. All sexual actions, - contacts and - relationships with minors are under no circumstances allowed.

3.5 respects the private life of other sporters. She does not insert herself into the private life of the sporters more than strictly necessary. She treats the sporters with respect and respects the environment of the sport like the changing room or the dancing room.

3.6 does not affect anyone's self-esteem negatively. She will not bully and does not show discriminating, belittling or intimidating behaviour. She will not exclude people and is tolerant. She does not differentiate based on religion, world view, political view, race, gender, seksual preferences, cultural background, age or other characteristics.

3.7 is an example for others and does not associate with behaviour and statements that could discredit the sport.

3.8 does not accept any gifts, favors, services or fees to do something which endangers the integrity of the sport. If anything should be offered to the trainer she will report this to the board.

3.9 does not offer any gifts, favors, services or fees to do something or not do something which endangers the integrity of the sport.

3.10 ensures all the rules and norms are followed. She will ensure the enforcement of the regulations, house rules, this code of conduct and other norms.

3.11 is open and alert for warning signals. She is watchful and alert to signals and does not hesitate to pass on these signals to the board, counselor and/or the counselor sport of NOC*NSF.

3.12 is careful. She will never publish information that has not yet been made public.

4. The board member or other officer ...

4.1 will provide a safe space. She will create a socially secure environment, which will be experienced as such.

4.2 is subservient. She will always act with the best interest of the association or other legal entity in mind. And will focus on the interests of the members and/or the connected parties.

4.3 is open. She will act as transparent as possible, to make it easy to take responsibility.

4.4 is trustworthy. She will follow the rules, which includes the statutes, regulations and decisions of the (inter)national associations and agreements. Information will be used to reach the goals of the organization. She declares not to use confidential information for her own interest or in favor of the interest of others.

4.5 is careful. She acts with respect and prioritizes an equal treatment of all people. Interests are prioritized in the correct order. She is honest and diligent in reporting experiences and functions. She handles confidential information carefully and correctly. She is able to give good arguments to support a board decision, so people can understand why they were made.

4.6 is an example for others and does not participate in behaviour and statements that could discredit the sport. She will act professionally and respectfully, disengaging from insulting and/or offensive comments.

4.7 will commit to make sure all members and trainers are bound by relevant rules. The board is also responsible to write a code of conduct for their association together with their members and trainers.

4.8 will take (a report of) inappropriate and/or transgressive behaviour seriously. She will put in an effort to make the subject of integrity approachable and to keep it that way. She will create a certain watchfulness for inappropriate and/or transgressive behaviour in the



association. She will encourage the reporting of inappropriate behaviour. She will handle adequately when rules and norms are broken by sporters, employees, supporters and others.

4.9 make an effort to go into business with honorable trainers, employees, officers, sponsors, e.a. She will try to prevent a situation where the sports organisation internally and/or externally is associated with people or organisations who are not of honorable behaviour. She will check if a trainer has shown inappropriate behaviour in the past, will ask for a statement of good behaviour (Verklaring Omtrent Gedrag) and will do research with the function of the trainer in mind. She will also research business partners, e.a..

4.10 will ensure the rules and norms are being followed. She will make sure the regulations, the statutes, the house rules, the privacy statement, this code of conduct and the other norms are being followed.

5. Changes

This code of conduct can be changed. The changes will be announced by email. The most recent version of the code of conduct will always be available on our website

www.STUdance.nl.

Written on 28 February 2020

Last change was made on 28 February 2020

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