

Code of Conduct of STUdance

*Based on the guidelines of the NOC*NSF*



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1. Applicability

The code of conduct contains rules that have been drawn up for the members, trainers, and administrators of STUdance. STUdance values the safety and well-being of its members, trainers, and board members highly and therefore carefully monitors compliance with this code of conduct.

2. The athlete...

2.1 is open. When something is asked of them which goes against their own norms and values, they will report this, to for example the board. For questions and reports they can also contact one of the confidential advisors or the Dutch Center for Safe Sport (0900-2025590 or info@cvs.nl) of NOC*NSF with any questions or reports.

2.2 shows respect to teammates, the trainers, the audience, and everyone else. They will mind their language and the way they present themselves to others. They give everyone the feeling that they can move freely.

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

2.4 handles the dancing room and surroundings carefully. They don't break anything, respect other people's property and clean up the changing rooms after themselves. They clean up all used materials and throw trash in the bins.

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

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

2.7 takes a responsible approach to alcohol, smoking, and drugs. They do not drink or smoke during training sessions, performances, or competitions. Outside of these activities, moderate alcohol consumption and smoking are tolerated, provided this is done in a responsible manner and without causing any nuisance to others. Drug use is prohibited at all times.

2.8 does not affect anyone's self-esteem negatively. They do not bully and do not show discriminating, belittling or intimidating behaviour. They will not exclude people and are tolerant.

2.9 does not discriminate. They do not make any distinctions based on age, gender, sexual orientation, religion/beliefs, ethnicity, class, education, visible or invisible disabilities, or other characteristics.

2.10 reports violations. They report violations of this code of conduct to the STUdance board. For questions and reports, you can also contact one of the confidential advisors or the Dutch Center for Safe Sport (0900-2025590 or info@cvs.nl) of NOC*NSF.

2.11 adheres to the code of conduct. Violations of these rules will be referred to the sanctions policy. They accept that appropriate measures may follow, depending on the nature and severity of the violation.

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 ensures a safe environment. They create an environment in which social safety is guaranteed and also perceived as such. They comply with safety standards and requirements.
- 3.2 knows and acts in accordance with the rules of this code of conduct, STUdance policy, regulations, house rules, and other standards. They ensure that they are aware of the rules and guidelines, complies with them, and enables athletes to learn more about them.
- 3.3 is diligent and honest in listing their experiences and functions. They will mention all relevant facts when they get appointed as a trainer, coach or mentor.
- 3.4 is aware of power imbalances and dependency, and does not abuse their position. They refrain from any form of abuse (of power), emotional abuse, physically transgressive behavior, including sexually suggestive comments, touching, and sexual abuse. All sexual acts, - contact, and - relationships with students are strictly prohibited under any circumstances.
- 3.5 respects the privacy of athletes. They do not intrude into the private lives of athletes any more than is necessary. They treat athletes and the spaces in which they find themselves, such as changing rooms or dance studios, with respect.
- 3.6 refrains from discrimination and from derogatory or intimidating comments and behavior. They do not discriminate on the basis of age, gender, sexual orientation, religion/belief, ethnicity, class, education, visible or invisible disabilities, or other characteristics. They exclude no one and are tolerant.
- 3.7 Takes a responsible approach to alcohol, smoking, and drugs. They do not drink or smoke during training sessions, performances, or competitions. Drug use is always prohibited.
- 3.8 is an example for others and does not associate with behaviour and statements that could discredit the sport.
- 3.9 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 they will report this to the board.
- 3.10 does not offer any gifts, favors, services or fees to do something or not do something which endangers the integrity of the sport.
- 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 advisor, contact person and/or the Center for Safe Sport Netherlands (0900-2025590 or info@cvs.nl) of NOC*NSF.
- 3.12 never makes information available that has not yet been made public.
- 3.12 adheres to the code of conduct. Violations of these rules will be referred to the sanctions policy. They accept that appropriate measures may follow, depending on the nature and severity of the violation.

4. The board member or other functionary...

- 4.1 ensures a safe environment. They create an environment in which social safety is guaranteed and also perceived as such.
- 4.2 is subservient. They always act in the interests of the association or legal entity and focus on the interests of its members and/or affiliates.
- 4.3 is open. They will act as transparent as possible, to make it easy to take responsibility.

4.4 is reliable. They comply with rules, including the bylaws, regulations, and decisions of the NOC*NSF and the NADB¹. Information is used for organizational purposes. They declare that they will not use confidential information for their own gain or for the benefit of others.

4.5 is careful. They act with respect and prioritize equal treatment. Interests are weighed correctly. They are careful and truthful when mentioning experience and positions. They handle confidential information carefully and correctly. They will provide sound reasoning for board decisions so that people understand why they were made.

4.6 sets an example for others and refrains from behavior and statements that discredit the sport. They behave professionally and respectfully, refraining from offensive and/or insulting comments. They do not discriminate on the basis of age, gender, sexual orientation, religion/belief, ethnicity, class, education, visible or invisible disabilities, or other characteristics.

4.7 takes a responsible approach to alcohol, smoking, and drugs. They do not drink or smoke during training sessions, performances, or competitions. Outside of these activities, moderate alcohol consumption and smoking are tolerated, provided this is done in a responsible manner and without causing any nuisance to others. Drug use is prohibited at all times.

4.8 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.

4.9 will take (a report of) inappropriate and/or transgressive behaviour seriously. They will put in an effort to make the subject of integrity approachable and to keep it that way. They will create a certain watchfulness for inappropriate and/or transgressive behaviour in the association. They will encourage the reporting of inappropriate behaviour. They will handle adequately when rules and norms are broken by sporters, employees, supporters and others.

4.10 only works with partners of integrity. They check whether trainers and officials are of irreproachable character, requests a Certificate of Good Conduct (VOG), and conducts research in relation to the intended position. Trading partners are also carefully screened for integrity.

4.11 ensures compliance with rules and standards. They ensures compliance with the regulations, the bylaws, the internal regulations, the privacy statement, this code of conduct, and other standards.

4.12 adheres to the code of conduct. Violations of these rules will be referred to the sanctions policy. They accept that appropriate measures may follow, depending on the nature and severity of the violation.

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.

¹ Nederlandse Algemene Danssport Bond (Dutch General Dance Sport Association)