



**Code of Conduct Harambee**

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## Code of conduct for board members

A board member, employee, or other officer:

### **Provides a safe environment.**

Create an environment and atmosphere in which social safety is guaranteed and is experienced.

### **Is serviceable.**

Always act in the interest of the association or other legal entity and focus on the interests of the members and/or affiliates.

### **Is open.**

Act as transparently as possible, so that it is easy to account for and provide insight into your actions and motives.

### **Is reliable.**

Follow the rules and agreements, such as the statutes, regulations and decisions of the (inter)national association. Use information only for the purpose of the organization. Declare that you will not use confidential information for your own benefit or for the benefit of others.

### **Is careful.**

Act with respect and put equal treatment first. Weigh interests correctly. Be careful and honest when mentioning experience and positions. Handle confidential information carefully and correctly. Substantiate board decisions well, so that the chosen direction is understood.

### **Prevents (the appearance of) a conflict of interest.**

Do not perform an additional function or enter into a financial interest that conflicts or may conflict with your position. Discuss any intention to take up an additional position or a financial interest in an organization with those responsible. State financial interests in other organizations and additional positions. Indicate whether the ancillary positions are remunerated or unpaid. In forms of cooperation and relationships, avoid the appearance of an advantage that conflicts with fair competition. Do not accept gifts or gratuities intended to provide a personal benefit. Do not offer gifts under the position or offer any services with a value of more than €50,00, nor make any promises to do or refrain from doing anything. Report gifts and donations of more than €50,00 euros that have been received or given under the position.

### **Is an example to others and refrains from behavior and statements that discredit the sport.**

Be courteous and respectful, refrain from hurtful and/or abusive comments.

### **Makes an intensive effort to ensure that all athletes and supervisors comply with the regulations regarding doping, sexual harassment and match fixing and the administrative regulations for alcohol in sports canteens.**

Athletes and supervisors must be bound, for example, to allow disciplinary law to apply. As a board member you are responsible for drawing up rules of conduct for your own association, together with the members, trainers and parents.

### **Takes (reports and signals of) inappropriate behavior and transgressive behavior seriously.**

Make an effort to make and keep the subject of integrity open for discussion. Ensure a certain degree of alertness in the organization for inappropriate and/or transgressive behaviour. Encourage reporting undesirable behaviour. Take appropriate action against violations of rules and standards by athletes, employees, supporters and others.

### **Makes an effort to work with honest employees, officers, entrepreneurs, agents, suppliers, sponsors, etc.**

Make sure that your sports organization trades internally and externally with persons and organizations of impeccable conduct. Check whether an officer is of impeccable conduct (consult the Register of Disciplinary Statements of Sexual Harassment), request a Certificate of Good Conduct (VOG) and conduct research in relation to the intended position. Also do research on trading partners, etc.

### **Is aware of the risks of match fixing and acts accordingly.**

Don't bet on any sport you are involved in. Do not provide any information, which has not yet been made public, about a match or any aspect of a match in which you are involved to bookmakers or others.

### **Ensures compliance with rules and standards.**

Make sure everyone complies with the regulations, house rules and code of conduct.



## Code of conduct for trainers and coaches

A trainer or coach:

### **Provides a safe environment.**

Create an environment and atmosphere in which social safety is guaranteed and is experienced as such. Adhere to the safety standards and requirements.

### **Knows and acts according to the rules and guidelines.**

Make sure you are aware of the rules and guidelines and apply them. Also empower your athletes to learn more about it. For example, take them to information meetings about doping, match fixing or sexual harassment. Do not improperly interfere in doping control procedures or investigations.

### **Is careful and sincere in mentioning experience and positions.**

State all relevant facts when you are appointed as a trainer, coach or supervisor. You can also submit a VOG.

### **Is aware of power inequality and (sometimes also) dependence, and does not abuse his position.**

Do not use your position to exercise power unreasonably or inappropriately. Refrain from any form of (power) abuse, emotional abuse, physically transgressive behavior, including sexually suggestive comments, touching and/or sexual abuse. No sexual act, contact and/or relationship with minors is permitted. You have a duty to report sexual harassment and abuse.

### **Respects the athlete's private life.**

Do not intrude further into the private lives of athletes than necessary. Treat the athlete with respect and the areas in which the athletes are located, such as changing rooms, showers or hotel rooms.

### **Does not affect anyone's worth.**

Refrain from discriminatory, belittling or intimidating comments and behavior. Do not discriminate based on religion, belief, political opinion, race, gender, sexual orientation, cultural background, age or other characteristics. Do not exclude anyone and be tolerant.

### **Is an example to others and refrains from behavior and statements that discredit the sport.**

Be courteous and respectful, refrain from hurtful and/or abusive comments.

### **Will not accept any favors, gifts, services or compensation to do or refrain from doing anything that violates the integrity of the sport.**

If you are offered something to do or not do something, report this to the board.

### **Ensures compliance with rules and standards.**

Make sure everyone complies with the regulations, house rules and code of conduct.

### **Is open and alert to warning signs.**

Be vigilant and alert to signals and do not hesitate to pass them on to the board or the confidential contact person and/or to contact the Centrum Veilige Sport Nederland.

### **Is careful.**

Never make information available that has not yet been made public and can be used to place bets. Don't bet on the sport you are involved in.

### **Does not drink alcohol before and during coaching and giving practice.**



## Code of conduct for referees and officials

A referee or official:

**Is neutral when directing or judging competitions and avoids the (appearance of) conflict of interest.**

**Treats everyone involved with respect.**

**Provides a safe environment**

Provides a safe environment in and around the match in collaboration with the trainers/coaches and supervisors. Creates an environment and atmosphere in which social safety is guaranteed and is experienced as such. Stick to safety standards and requirements.

**Organizes good cooperation with the other arbitration officials, who are active in the match.**

(assistant referees, linesmen, scorer's table, etc.).

**Is serviceable**

Both in facilitating the sporting course of the match and in implementing the policy on sporting behaviour.

**Ensures compliance with rules and standards in collaboration with the trainers/coaches and supervisors.**

Ensures compliance with the regulations, the house rules, this code of conduct and other standards.

**Is open.**

Acts as transparently as possible, so that it is easy to account for and there is insight into the actions and the motives.

**Set an example for others and refrain from behavior and statements that discredit the sport, including when using social media.**

**Will not accept favors, gifts, services or goods from opponents, trainers/coaches, directors, or third parties to do or refrain from doing anything that is contrary to the integrity of the sport.**

If you are offered something to do or not do something, report it to the board.

**Does not accept, gifts, services or compensation to opponents, trainers/coaches, directors, or third parties to do or refrain from doing anything that is contrary to the integrity of the sport.**

**Is collegial to other referees and officials.**

even if he/she is a spectator at a match of a fellow referee

**Is aware of the risks of match fixing, acts cautiously and reports any signals to the sports association.**





## Code of conduct for players

The player:

### **Is open.**

If you are asked to do something that goes against your own feelings, norms and values: report this, for example to the board. You can also contact the Centrum Veilige Sport Nederland for questions and reports. Also, when asked to cheat, report it.

### **Respects others.**

You respect everyone. The opponent(s), your teammates, the referee, your trainers, the spectators and everyone else. Pay attention to your language and how you present yourself to others. Give everyone the feeling that he or she can move freely.

### **Respects agreements.**

Arrive on time, sign out (on time), listen to instructions and stick to the rules.

### **Takes good care of the environment.**

Don't break anything, respect everyone's property. Please leave the dressing room tidy. Clean up the materials. Throw trash in the trash cans.

### **Stay away from others.**

Do not touch anyone against his or her will (besides normal sports practice).

### **Follows the rules.**

Read and follow the regulations, the house rules, this code of conduct and all other agreements.

### **Does not affect anyone's worth.**

Refrain from discriminatory, belittling or intimidating comments and behavior. Do not exclude anyone and be tolerant.

### **Does not discriminate.**

**Do not discriminate based on religion, belief, political opinion, race, gender, sexual orientation, cultural background, age or other characteristics.**

**Is honest and fair.**

Do not cheat, do not use verbal or physical violence, do not use doping. Do not participate in fixing a match, competition or record. Also don't fix a sports moment, such as the first throw. Do not bet on your own matches.

**Report violations of this code of conduct.**

Report violations of this code to the board and/or the confidential contact person of the sports association or your sports association. You can also contact the Center for Safe Sports in the Netherlands for questions and reports. NB: If someone has shared something confidential with you, please call the Center for Safe Sports in the Netherlands, for example. We will then discuss what you can do.

**Does not drink alcohol before and during practices and matches. and Drinks alcohol in moderation after practices and matches and does not drink if he or she still has to participate in traffic.**