# The staff of SCB (Sports Centre de Bongerd) adhere to the code of conduct for sports coaches laid down by the NOC\*NSF (The Netherlands Olympic Committee\* Netherlands Sports Confederations).

# **Code of conduct for sports coaches**

1. **Safe environment** The coach must provide an environment and an atmosphere within which the sportsperson can feel safe.

2. **Dignity** The coach shall refrain from treating the sportsperson in a way which infringes his/her dignity and from intruding into his/her private life further than is necessary as part of his/her practice of the sport.

3. **Sexual harassment** The coach shall refrain from any form of abuse/abuse of power or sexual harassment towards the sportsperson.

4. **Sexual abuse** Sexual acts and sexual relationships between the coach and a young sportsperson under the age of sixteen are not permitted under any circumstances and will be regarded as sexual abuse.

5. **Physical contact** The coach may not touch the sportsperson in a way that the sportsperson and/or the coach might be reasonably expected to regard as sexual or erotic in nature, as will generally be the case when deliberately touching genitals, buttocks or breasts (or having another person touch them).

6. **Taking liberties** The coach shall refrain from verbal or non-verbal sexually tinged liberties or familiarities, whichever form of communication is used.

7. **Private space** During training, competitions and trips, the coach shall act with reserve and respect towards the sportsperson and the space he/she occupies at a given time, such as the dressing room or hotel room.

8. **Protection** The coach is obliged – to the best of his/her ability – to protect the sportsperson against harm and abuse/abuse of power as a result of sexual harassment. If the coach knows who is representing the interests of the sportsperson or arrangements have been made in this regard, the coach is obliged to work alongside the individuals or bodies in question to enable them to perform their work properly.

9. **Seeking favours** The coach shall not give the sportsperson anything material or immaterial with the evident intention of asking favours in return. The coach shall also accept no financial reward or gifts from the sportsperson which are disproportionate to the usual or agreed remuneration.

10. **Compliance** The coach shall actively ensure that these rules are observed by everyone who is involved with the sportsperson. If the coach observes behaviour which is not in accordance with this code of conduct, he/she shall take the necessary action(s) in this regard.

**11. Responsibility** In those cases for which the code of conduct does not directly provide, it is the responsibility of the coach to act in its spirit.

**Confidential counsellors**

SCB has two confidential counsellors:

**Ingi Alofs**: BOSU, Fitness, Medical Fitness, Indoor Biking, Power Dumbbell Training and SnowFit instructor

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**Ellen van Kalsbeek**: Aqua-aerobics, Moving to Music, Fitness, Medical Fitness, Indoor Biking and Steps Aerobics instructor

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