

Protocol against sexual harassment

In this document we, the board of G.S.B.V. de Mattekloppers, have established how we try to prevent sexual harassment within the club, by encouraging desired behaviour and avoiding risk situations. We will firstly discuss how we deal with situations in which this happens or threatens to happen. Then we will elaborate on what sanctions are possible if a situation is not resolved.

1. Promotion of desirable interactions

Budokas

It is very important that budokas feel safe in their sports environment. This especially includes not feeling sexually harassed. To minimize the risk of this, we have established a number of rules of conduct:

1. I will accept and respect others as they are and do not discriminate. Everyone counts within the club.
2. I will take into account the limits set by another person.
3. I will not bother another person.
4. I will never use knowledge learned in budolessons to intentionally harm others, both within the club and outside of the club.
5. I will not abuse my position of power in any way.
6. I will not swear or make mean jokes or comments about others.
7. I will not ignore another person.
8. I will not participate in bullying, making fun of or gossiping about another member.
9. I will not fight, use violence of any kind towards another member, or make any threats to another member.
10. I will not get too close unwanted and will not touch another person against his or her will.
11. I will not give another other person unwanted sexual attention.
12. I will not ask inappropriate questions or make unwelcome comments about someone's personal life or appearance.
13. If someone hinders or harasses me, I will ask them to stop. If that does not help, I will ask someone else for help.
14. I will help others to abide by these rules as well and will speak to those who do not abide by them and report this to the board if necessary.

The above rules will be made known to all our members at registration, and they are obligated to agree to them before they can become a member.

These rules can also be found on our website www.mattekloppers.nl.

Here you will also find information about the confidential contact person (VCP). This includes both a job description and contact information. Members, trainers and the board are asked to report undesirable behavior to the VCP as soon as they encounter or suspect it.

Supervisors

Alongside the general rules of manners, we have additional rules for trainers, coaches and others who play an active role around the budoka (hereinafter referred to as "supervisors"). These are the following rules:

1. The supervisor must provide an environment and atmosphere in which the budoka can feel safe.
2. The coach refrains from treating the budoka in a way that affects the budoka's dignity, as well as from intruding further into the budoka's private life than is necessary within the framework of the practice of the sport.
3. The coach shall refrain from any form of (power) abuse or Sexual Harassment towards the budoka.
4. Sexual acts and sexual relations between the attendant and the youth budoka up to sixteen years of age are not permitted under any circumstances and are considered Sexual Abuse.
5. The attendant may not touch the budoka in such a way that the budoka and/or the attendant can reasonably be expected to perceive this touch as sexual or erotic in nature, as will usually be the case with deliberate (causing) touching of genitals, buttocks and breasts.
6. The companion shall refrain from (verbal) sexual intimacy by any means of communication.
7. During training, competition and travel, the attendant will treat the budoka and the space in which the budoka is located, such as the locker room or hotel room, with reservation and respect.
8. The supervisor has the duty - as far as it is in his/her power - to protect the budoka from harm and (power) abuse as a result of Sexual Harassment. Where it is known or arranged who represents the budoka's interests, the supervisor is obliged to cooperate with these persons or bodies, so that they can perform their work properly.
9. The attendant shall not give (im)material compensation to the budoka with the apparent intention of seeking quid pro quo. Nor will the supervisor accept any financial remuneration or gifts from the budoka which are disproportionate to the usual or agreed fee.
10. The supervisor will actively see to it that these rules are observed by everyone involved with the budoka. If the supervisor observes behavior that is not in accordance with these rules of conduct, he will take the necessary action(s) to that end.
11. In cases not (directly) covered by these rules, it is within the supervisor's responsibility to act in the spirit thereof. We also require all coaches to have a Certificate of Good Conduct (VOG) and we check through the JBN whether they are included in the registration system for perpetrators of Sexual Harassment.

2. Resolving situations of sexual harassment

If a situation arises in which a member does feel sexually harassed, they can contact the confidential contact persons (VCP) of our club. They can be reached via email: vcp@aclosport.nl or phone: +31 687783200 (Leon) and +31 687381764 (Velda). These persons are trained to assess such diverse situations and to initiate and guide the corresponding procedures. (In the mail you can indicate whether you prefer an appointment with Leon or with Velda.)

3. Sanctions

Some of the sanctions are external to the club, such as prosecution for violation of articles of the Penal Code. However, internal sanctions can be imposed by the board after consultation with the VCP. The board puts the collective interest of its members above any individual interest of a member.