

Code of Conduct UM SPORTS and Sports Council MUSST

Article 1. Definitions

This Code of Conduct recognizes the following groups:

- UM SPORTS: the unit of Maastricht University's Student Services Centre which facilitates sports and exercise activities.
- Sports Council MUSST: Maastricht Universiteit Studentensport Stichting, the umbrella organisation for SSAs of Maastricht University.
- SSA: a Student Sports Association that is affiliated with UM SPORTS and Sports Council MUSST.
- Board: an elected group of individuals who organise and supervise the activities of the association and represent the association's interests.

The Code of Conduct recognizes the following roles. An individual can have one or more roles:

- UM SPORTS member: an individual who possesses a UM SPORTS membership, including day passes.
- SSA member: an individual who possesses a membership to a student sports association that is affiliated with Sports Council MUSST.
- Association affiliate: an individual that is in any way affiliated to the association, for example an individual who has received honorary membership of the association or is a benefactor.
- Facility user: any person using facilities or attending events, as provided or organised respectively by UM SPORTS, MUSST and/or SSAs.
- Confidential contact person: an individual that one can talk to when experiencing unwanted behaviour or when being aware of unwanted behaviour within or related to the association.
- Confidential advisor: professional that one can talk to when experiencing unwanted behaviour.
- Person in a leadership position: an individual who has a position of (perceived) power opposed to (an)other person(s). This includes, but is not limited to, board members, coaches, trainers, UM SPORTS employees and officials.

For the purposes of this document the term 'member' will be used as umbrella term for the following individuals: a UM SPORTS member, SSA member, an association affiliate and board member. This Code of Conduct applies to all members and facility users. The Code of Conduct considers the following behaviours to be unwanted that all members and facility users must refrain from:

- **Unwanted behaviour: behaviour that is experienced by the receiving person as undesirable. This includes amongst others, but is not limited to, (sexual) harassment, (sexual) intimidation, aggression, (verbal) violence, racism, bullying, discrimination, abuse of power, match-fixing, substance abuse and doping use.** The definitions of the aforementioned behaviours, which fall under unwanted behaviour, are given below.
 - o (Sexual) harassment or intimidation: any form of (sexually-tinged) verbal, non-verbal or physical behaviour aimed at degrading or demeaning an individual, particularly if it creates an intimidating, hostile, humiliating or hurtful situation.
 - o Aggression and violence: an incident in which a person is physically or verbally harassed, threatened or attacked.
 - o Bullying: an ongoing and deliberate mistreatment in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm.
 - o Discrimination: unfair treatment based on religion, lifestyle, political inclination, race, gender or other factors without due cause or justification.
 - o Abuse of power: the improper use of a position of influence, power or authority against another person.
 - o Match-fixing: the act of arranging the outcome of a sports match prior to the match being played.
 - o Substance abuse: usage of a substance, either legal or illegal, in a pattern that causes significant problems or distress.
 - o Doping use: the use of banned athletic performance-enhancing drugs.

Article 2. Safety, health and behavioural norms

UM SPORTS, MUSST and its affiliated Student Sport Associations (SSAs), consider the safety, health, and wellbeing of members and facility users part of their core values. To this end, the promotion of respectful behaviour and prevention of unwanted behaviour are key. This requires a joint effort from the organisation, all members and facility users. For that purpose, the guiding principles for respectful behaviour are laid down in the *General house rules for the maintenance of public order at Maastricht University*, and in this Code of Conduct.

Article 3. Behavioural rules

3a. Behavioural rules for members

Next to the general rule that members and facility users must refrain from unwanted behavior, they must:

1. contribute to an environment and atmosphere wherein everyone feels safe.
2. treat others with respect and behave in a respectful manner towards other members, facility users and persons in a leadership position during practices, training camps, matches, travels, social activities and online or on social media.
3. not undertake actions (of which the member or facility user may reasonably expect) that will make others feel uncomfortable.
4. not provide a material nor immaterial compensation with the motive to demand behaviour (of a sexual nature) in return.

In those instances wherein the behavioural rules are not (directly) applicable, it lies within the responsibility of the member and facility user to act in its spirit.

3b. Behavioural rules for persons in a leadership position

All rules that apply to members and facility users are also applicable to persons in a leadership position. On top of that, they have a duty to:

1. Take preventive steps against unwanted behaviour. A person in a leadership position has to
 - a. Treat everyone with impartiality
 - b. Insofar as can reasonably be expected, intervene when unwanted behaviour occurs.
 - c. Insofar as can reasonably be expected, protect members from unwanted behaviour.
 - d. Encourage members and superiors to report or file a complaint of unwanted behaviour.
 - e. Cooperate in any disciplinary procedure following a concern of unwanted behaviour.
 - f. Insofar as can reasonably be expected, intervene in behaviours or in situations that, despite not being mentioned in this Code of Conduct as being prohibited, endanger the social safety in the sports-related atmosphere.
2. Initiate steps when unwanted behaviour occurs in line with article 5.
3. Be aware of the position of power one is in: the superior has the duty to act with extra respect and restraint. The following additional rules apply to the superior (not exhaustive list):
 - a. The person in a leadership position must:
 - i. Act professionally.
 - ii. Be aware of their function as role model.
 - iii. Be aware that the threshold of what is experienced as unwanted behaviour by members can be lower when the behaviour is performed by a person in a leadership position. Certain behaviours are not experienced as unwanted when coming from members, while the same behaviours can be considered as unwanted when coming from persons in a leadership position.
 - iv. Ask for explicit consent in case of an intimate relationship with a member.
 - v. Report a serious (intimate) relationship with a member or another person in a leadership position to the confidential contact person, their own superior(s) and (where applicable) the board. This information will be handled confidentially.
 - b. The person in a leadership position is not allowed to:

- i. Use the difference in power that exists between the person in a leadership position and the member with the purpose of forcing the member to undergo, tolerate or engage in unwanted behaviour.
- ii. Touch a member in a way that is experienced as undesirable. There should be consent when it concerns a technically correct way of touching for the sport. In case of accidentally touching an individual in an undesirable way this should be acknowledged by the person in a leadership position.
- iii. Invite a member repeatedly or systematically in a personal setting to the home of the person in a leadership position or other secluded place, when such meeting is unnecessary given the tasks of the person in a leadership position and/or can be held elsewhere, such as in the sports hall or in a public place.
- iv. Accept compensation of erotic or sexual nature of a member.

In those instances that the Code of Conduct does not (directly) cover a given situation, it lies within the responsibility of the person in a leadership position to act in its spirit.

Article 4. Confidential contact person for SSAs

All associations of Sports Council MUSST must provide access to a confidential contact person. Every member who is confronted with unwanted behaviour can contact this confidential contact person. The confidential contact person is in principle bound to confidentiality. The confidential contact person will handle all information in good faith and will not take action unless the member wishes to do so. Confidentiality may only be breached by the confidential contact person when the safety of others is in acute jeopardy, in case of legal proceedings, or if the member is underage.

Article 5. Reporting

Persons in a leadership position have the duty to report according to the applicable procedures. Members and facility users are encouraged to ask others whether they are okay if they have the impression that a situation of unwanted behaviour occurs.

Members that would like to talk to a confidential contact person can contact the confidential contact person of their association.

Members and facility users that would like to talk to an independent confidential advisor or file a complaint can contact:

- a. Confidential advisors for students at UM: vertrouwenspersoon@maastrichtuniversity.nl
- b. Centrum Veilige Sport Nederland (CVSN):
Telephone: 0900-2025590
Mail: centrumveiligesport@nocsnf.nl
Website: www.centrumveiligesport.nl
Or chat anonymously with a health care professional: www.fier.nl

Referenced documents

[General house rules for the maintenance of public order at Maastricht University](#)

[Meldcode Grensoverschrijdend Gedrag in de Sport](#)

[Sport disciplinary law NOC*NSF](#)