



# CODE OF CONDUCT GIJS 2025

## WHY A CODE OF CONDUCT?

One of the methods to reduce undesirable behavior, such as sexual harassment, intimidation, aggression, vandalism, etc., is to establish a code of conduct. The two main causes of undesirable behavior are anonymity and indifference. In a culture where anonymity and detachment dominate, people are less likely to hold each other accountable for undesirable behavior and take little to no consideration of each other's interests.

Without clear expectations toward one another and without holding each other accountable, undesirable behavior can more easily develop unchecked. This process can spiral from bad to worse. A code of conduct enables agreements to be made about desirable and undesirable behavior and establishes how to deal with individuals who do not adhere to the rules. A code of conduct is therefore a tool to promote good behavior, such as:

- Promoting sportsmanship and mutual respect;
- Addressing verbal abuse by players, parents, coaches, and spectators;
- Encouraging shared responsibility, mutual contact, and social control within the association;
- Preventing undesirable behavior such as aggression, violence, bullying, swearing, and vandalism;
- Creating an environment where there is room for participation in sports for all groups (no discrimination based on origin, religion, skin color, etc.).

GIJS Groningen places great value on respect and fair play and has developed this code for that purpose. This code of conduct complements the interaction and behavioral rules as described in the policy document "Safe Sports Environment." Everyone who is a member of the club or participates as a volunteer must familiarize themselves with the code of conduct, agree to it, and act accordingly.

Ice Hockey Netherlands, the board, players, coaches, team managers, trainers, volunteers, and officials strive to make ice hockey (both actively and passively) experienced as:

- A fast, dynamic, and exciting sport suitable and accessible for everyone, which is also engaging to watch;
- A tough but fair, disciplined, and well-protected sport;
- A technically advanced sport, where teams win and lose together.

## GENERAL CODE OF CONDUCT

1. Respect the rules of your sport.
2. Respect your fellow athletes and opponents within your sport.
3. Treat all participants in your sport equally.
4. Performance on the ice is the standard; race, skin color, age, and other irrelevant differences are meaningless.
5. Set an example for others and address undesirable behavior.



6. Do not use mental, verbal, or unnecessary physical violence.
7. Treat the facilities and materials with respect.
8. Smoking is prohibited in the locker rooms and indoor areas and is only permitted in designated areas.
9. The use of narcotic substances is strictly prohibited.
10. Training or playing matches under the influence of alcohol or drugs is not allowed.
11. All volunteers involved with youth are required to provide a recent Certificate of Conduct (VOG).

## **SOCIAL MEDIA CODE OF CONDUCT**

1. Be aware that posts on social media (sometimes unintentionally) can harm the reputation of the association, its members, and volunteers.
2. Interact on social media in a respectful and social manner.
3. On social media, talk WITH each other, not ABOUT each other.
4. Only post messages on social media that do not harm others or the association. Write your messages carefully.
5. Do not use social media during training or matches.
6. If you hear something in confidence about someone else or something that could harm another, do not share it on social media.
7. GIJS Groningen does not tolerate the use of social media to bully, hurt, stalk, threaten, defame, or otherwise harm others.
8. Failure to comply with these rules may lead to sanctions, such as suspension or, in extreme cases, expulsion of the member.

## **CODE OF CONDUCT FOR BOARD MEMBERS, EMPLOYEES, OR OTHER OFFICIALS**

**ENSURES A SAFE ENVIRONMENT.** Create an environment and atmosphere where social safety is guaranteed and perceived as such.

**IS SERVICE-ORIENTED.** Always act in the interest of the association or organization and focus on the interests of its members or affiliates.

**IS OPEN.** Act as transparently as possible to facilitate accountability and provide insight into actions and motives.

**IS RELIABLE.** Adhere to rules, including statutes, regulations, and decisions of the national federation, and keep agreements. Use information only for the organization's purposes and declare that confidential information will not be used for personal gain or to benefit others.

**IS CAREFUL.** Act with respect and prioritize equal treatment. Weigh interests appropriately. Be accurate and honest when listing experience and roles. Handle confidential information carefully and correctly. Justify board decisions clearly to foster understanding of the chosen direction.

**AVOIDS (THE APPEARANCE OF) CONFLICTS OF INTEREST.** Do not hold secondary positions that conflict, or may conflict, with your role, and do not enter into financial interests that could conflict with your role. Discuss intentions to take on secondary roles or



financial interests with those responsible. Disclose financial interests in other organizations and secondary roles, indicating whether they are paid or unpaid. Avoid the appearance of favoritism in partnerships or relationships that conflicts with fair competition. Do not accept gifts or favors intended to provide personal advantage. Do not give gifts or offer services worth more than [amount to be specified] in your role, nor make promises to act or refrain from acting. Report gifts or favors worth more than [amount to be specified] received or given in your role.

**SETS AN EXAMPLE FOR OTHERS AND AVOIDS BEHAVIOR OR STATEMENTS THAT DISCREDIT THE SPORT.** Behave courteously and respectfully, refraining from offensive or insulting remarks.

**ENSURES THAT ALL ATHLETES AND SUPERVISORS ARE BOUND BY RELEVANT RULES,** including the doping regulations, sexual harassment regulations, match-fixing regulations, and the board's alcohol policy in sports canteens. Athletes and supervisors must be bound to enable, for example, disciplinary measures. The board member is also responsible, together with members, coaches, and parents, for establishing behavioral rules for the association.

**TAKES (REPORTS OF) INAPPROPRIATE OR BOUNDARY-CROSSING BEHAVIOR SERIOUSLY.** Strive to make integrity a topic of discussion and maintain awareness within the organization of inappropriate or boundary-crossing behavior. Encourage reporting of undesirable behavior. Act appropriately against violations of rules and norms by athletes, employees, supporters, and others.

**STRIVES TO ENGAGE WITH INTEGRITY-DRIVEN EMPLOYEES, OFFICIALS, ENTREPRENEURS, AGENTS, SUPPLIERS, SPONSORS, ETC.** Aim for a situation where the sports organization interacts internally and externally with individuals and organizations of impeccable conduct. Verify that an official is of good conduct, request a Certificate of Conduct (VOG), and conduct research relevant to the intended role. Investigate business partners and others.

**IS AWARE OF THE RISKS OF MATCH-FIXING AND ACTS CAUTIOUSLY.** Do not bet on the sport you are involved in and do not share non-public information about a match or aspect of a match with bookmakers or others involved when the information is not public.

**ENSURES COMPLIANCE WITH RULES AND NORMS.** Monitor compliance with regulations, house rules, this code of conduct, and other standards.

## **CODE OF CONDUCT FOR COACHES, TRAINERS, OR SUPERVISORS**

**ENSURES A SAFE ENVIRONMENT.** Create an environment and atmosphere where social safety is guaranteed and perceived as such. Adhere to safety standards and requirements.

**KNOWS AND ACTS ACCORDING TO RULES AND GUIDELINES.** Stay informed about rules and guidelines and apply them. Enable athletes to learn more, for example, by taking them to information sessions on doping, match-fixing, or sexual harassment. Do not improperly interfere in doping control procedures or investigations.



**IS CAREFUL AND HONEST WHEN LISTING EXPERIENCE AND ROLES.** Provide all relevant facts when appointed as a coach, trainer, or supervisor.

**IS AWARE OF POWER IMBALANCES AND (SOMETIMES) DEPENDENCY AND DOES NOT ABUSE THEIR POSITION.** Do not use your position to exert power unreasonably or inappropriately. Refrain from any form of (power) abuse, emotional abuse, or physical boundary-crossing behavior, including sexually suggestive remarks, touching, or sexual abuse. All sexual acts, contacts, or relationships with minors are strictly prohibited.

**RESPECTS THE ATHLETE'S PRIVATE LIFE.** Do not intrude into athletes' private lives more than necessary. Treat athletes and spaces such as locker rooms, showers, or hotel rooms with respect.

**DOES NOT UNDERMINE ANYONE'S DIGNITY.** Refrain from discriminatory, belittling, or intimidating remarks or behavior. Do not distinguish based on religion, beliefs, political affiliation, race, gender, sexual orientation, cultural background, age, or other characteristics. Exclude no one and be tolerant.

**SETS AN EXAMPLE FOR OTHERS AND AVOIDS BEHAVIOR OR STATEMENTS THAT DISCREDIT THE SPORT.** Behave courteously and respectfully, refraining from offensive or insulting remarks.

**DOES NOT ACCEPT FAVORS, GIFTS, SERVICES, OR COMPENSATION** to do or refrain from doing something that conflicts with the sport's integrity. If offered something to act or refrain from acting, report it to the board.

**DOES NOT OFFER FAVORS, GIFTS, SERVICES, OR COMPENSATION** to do or refrain from doing something that conflicts with the sport's integrity.

**ENSURES COMPLIANCE WITH RULES AND NORMS.** Monitor compliance with regulations, house rules, this code of conduct, and other standards.

**IS OPEN AND ALERT TO WARNING SIGNS.** Be vigilant and alert to signals and do not hesitate to pass on signals to the board, the trusted contact person, or contact the sports trust point.

**IS CAUTIOUS.** Never share information that is not yet public and could be used for betting. Do not bet on the sport you are involved in.

**DOES NOT CONSUME ALCOHOL WHILE COACHING YOUTH TEAMS** and agrees with youth teams that no alcohol is consumed.

## **CODE OF CONDUCT FOR ATHLETES**

**SHOWS RESPECT.** For opponents, teammates, referees, coaches, spectators, and everyone else. Watch your language and how you present yourself to others. Ensure everyone feels free to move.



**RESPECTS AGREEMENTS.** Arrive on time, report absences promptly, listen to instructions, and follow the rules.

**TREATS THE ENVIRONMENT WITH CARE.** Do not damage anything, respect others' property, leave the locker room tidy. Store materials properly. Dispose of waste in bins.

**KEEPS HANDS OFF OTHERS.** Outside normal sports practice, do not touch anyone against their will.

**ADHERES TO THE RULES.** Read the regulations, house rules, this code of conduct, and all other agreements, and follow them.

**THE STICK IS FOR PLAYING.** Throwing the stick is strictly prohibited. Hitting the stick against the ice, boards, or goal net out of frustration is not allowed.

**USE OF THE PUCK.** Intentionally shooting the puck at another player, coach, referee, or spectator is prohibited.

**DOES NOT UNDERMINE ANYONE'S DIGNITY.** Do not bully. Refrain from discriminatory, belittling, or intimidating remarks or behavior. Exclude no one and be tolerant.

**DOES NOT DISCRIMINATE.** Do not distinguish based on religion, beliefs, political affiliation, race, gender, sexual orientation, cultural background, age, or other characteristics.

**IS HONEST AND SPORTSMANLIKE.** Do not cheat, use verbal or physical violence, or use doping. Do not participate in fixing a match, competition, or record. Do not fix a sports moment, such as the first face-off.

**IS OPEN.** If asked to do something that goes against your feelings, norms, or values, report it, for example, to the board. For questions or reports, you can also contact the sports trust point. If approached to cheat, report it.

## **CODE OF CONDUCT FOR PARENTS AND GUARDIANS**

**DO NOT FORCE.** Never force a child who shows no interest to participate in a sport.

**FUN COMES FIRST.** Remember that children play sports for their enjoyment, not yours.

**ENCOURAGE RULE-FOLLOWING.** Always encourage your child to play by the rules.

**PARTICIPATION IS MORE IMPORTANT THAN WINNING.** Teach your child that honest effort is as important as winning, so the outcome of any match is accepted without undue disappointment.

**EFFORT OVER WINNING OR LOSING.** Turn a loss into a victory by praising your child for trying hard and behaving fairly.

**COACH POSITIVELY.** Never ridicule or scold a child for making a mistake or losing a match.



**SET A GOOD EXAMPLE.** Do not embarrass your child by shouting at opponents, coaches, referees, etc.

**AVOID UNDESIRABLE BEHAVIOR.** Remember that children learn best by example, including undesirable behavior.

**ADDRESS YOUR CHILD'S BEHAVIOR.** Directly address your child's undesirable behavior and make agreements about it.

**THE REFEREE DECIDES.** Do not publicly criticize a referee's decision or question their integrity.

**NO VERBAL OR PHYSICAL ABUSE.** Support efforts to prevent verbal and unnecessary physical abuse during youth sports activities.

**RESPECT VOLUNTEERS, COACHES, ETC.** Recognize the value and importance of coaches, team leaders, officials, and volunteers. They give their time and expertise to enable your child's sports participation.

**RESPECT.** Understand that the primary reason players and officials stop is because they are insulted or hurt.

**DECENCY.** Remind your child to use the facilities carefully, clean up, and leave the locker room tidy.

**KEEP HANDS OFF OTHERS AND THEIR PROPERTY.** Teach children not to take others' belongings without asking.

## **CODE OF CONDUCT FOR REFEREES AND OFFICIALS**

**IS NEUTRAL** when officiating matches and **AVOIDS (THE APPEARANCE OF) CONFLICTS OF INTEREST.**

**TREATS ALL INVOLVED WITH RESPECT.**

**ENSURES A SAFE ENVIRONMENT** in and around the match in collaboration with coaches and supervisors. Create an environment and atmosphere where social safety is guaranteed and perceived as such. Adhere to safety standards and requirements.

**ORGANIZES GOOD COLLABORATION** with other officiating officials active in the match (assistant referees, officials, etc.).

**IS SERVICE-ORIENTED**, both in facilitating a sportsmanlike match and in implementing policies on sportsmanlike behavior.

**ENSURES COMPLIANCE WITH RULES AND NORMS** in collaboration with coaches and supervisors. Monitor compliance with regulations, house rules, this code of conduct, and other standards.



**IS OPEN.** Act as transparently as possible to facilitate accountability and provide insight into actions and motives.

**SETS AN EXAMPLE** for others and avoids behavior or statements that discredit the sport, including on social media.

**DOES NOT ACCEPT FAVORS, GIFTS, SERVICES, OR COMPENSATION FROM OPPONENTS, COACHES, BOARD MEMBERS, OR THIRD PARTIES** to do or refrain from doing something that conflicts with the sport's integrity. If offered something to act or refrain from acting, report it to the board.

**IS COLLEGIAL** toward other referees and officials, including when spectating a colleague's match.

**IS AWARE OF THE RISKS OF MATCH-FIXING.** Act cautiously and report any signals to the sports federation.

## **CODE OF CONDUCT FOR SUPPORTERS AND SPONSORS**

### **CODE OF CONDUCT FOR SUPPORTERS**

**POSITIVE ENCOURAGEMENT.** Cheer for players and teams positively, without insults or hurtful remarks toward opponents, referees, or other supporters.

**RESPECT FOR OFFICIALS.** Accept the decisions of referees and officials without verbal or physical violence.

**NO AGGRESSION OR INTIMIDATION.** Avoid any aggressive behavior, such as shouting, swearing, or threatening.

**SPORTSMANLIKE BEHAVIOR.** Follow the ice rink's house rules and show respect for all involved.

**ALCOHOL AND BEHAVIOR.** Moderate alcohol consumption and ensure it does not lead to boundary-crossing behavior.

**COOPERATION WITH SECURITY.** Follow instructions from club staff and security and contribute to a safe environment.

### **CODE OF CONDUCT FOR SPONSORS**

**RESPECT FOR CLUB VALUES.** Support the club in a way that aligns with our core values of respect, sportsmanship, and safety.

**RESPONSIBLE BUSINESS PRACTICES.** Ensure commercial expressions and sponsor activities align with the sport's and club's ethical standards.



**NO IMPROPER INFLUENCE.** Sponsorship contributions must not lead to unauthorized influence on team selections, policies, or sporting decisions.

**POSITIVE INVOLVEMENT.** Promote sportsmanship and avoid behavior that could harm the club's reputation.

**COLLABORATION WITH THE BOARD.** Work transparently and in good consultation with the board to contribute to a safe and pleasant sports environment.

## **SANCTION POLICY FOR VIOLATIONS**

If a player, parent/guardian, coach/trainer, supporter/sponsor, or anyone else fails to adhere to the code of conduct, the Technical Committee (TC), head of youth, or board may take action according to the following steps:

### **VERBAL WARNING:**

The coach, a board member, or the TC issues a direct warning to the individual.

### **WRITTEN WARNING:**

For repeated or serious misconduct, the individual receives an official written warning from the board. Parents are informed for youth players.

### **TEMPORARY SUSPENSION:**

For repeated or serious misconduct, either after prior warnings or for a severe violation, the individual is banned from the ice for a specific period (1 to 4 training sessions/matches).

### **PERMANENT EXPULSION:**

In very serious cases, the board, TC, head of youth, or coach may propose permanent expulsion to the board.

## **SANCTION PROCEDURE**

- The TC, head of youth, and/or board always discuss incidents with the relevant coach or head of sponsorship.
- For sanctions starting from a written warning, the TC or board informs the individual in writing (and parents/guardians for youth).
- The individual has the right to appeal to the board.

## **EVALUATION AND REPORTING**

- The TC and head of youth regularly report to the board on measures taken and identify structural issues.