

Code of conduct R.S.Z. & W.V. Ragnar

The Code of conduct is an addition to the bylaws of the Rotterdam Student Swim & Water polo Association, hereafter referred to as Ragnar. This code of conduct applies to all members, volunteers and third parties that are involved with Ragnar. All the previously stated are expected to abide by these rules of conduct during all Ragnar-based events. In case of violation of (one of) the rules by a member, the board can act depending on the seriousness of the violation and is allowed to invoke article 8 of the Bylaws.

This document was approved by the half-year GMA on the 3rd of February 2023 at 21.38.

General

- At registration, reference is made to the code of conduct of Ragnar - Every member is expected to have knowledge of the Ragnar code of conduct - Every member is expected to treat members, volunteers and third parties of Ragnar with respect.
- Every member is expected to have respect for other people's property.
- Bullying and threats are strictly forbidden
- Discrimination in any way within Ragnar is unacceptable.
- Sexual harassment is strictly prohibited within Ragnar. Sexual harassment is defined as any form of unwanted verbal, non-verbal or physical behavior with sexual connotation (signification) that has the purpose or effect of affecting the dignity of the person, in particular when creating a threatening, hostile, insulting, humiliating or offensive situation.
- Every member is expected to report transgressive behavior to the board and/or Ragnar's confidential counselor.
- Respect appointments. Arrive on time, sign out (in a timely manner), listen to instructions and follow the rules.
- The use of violence and weapons is prohibited.
- Every member is expected to fulfill their financial obligations. If a member cannot meet the financial obligations, they should contact the treasurer in advance. Charges are always communicated in advance by the board.
- We are all responsible for a good atmosphere and course of events during training and matches
- We all contribute to open communication, and we solve problems by talking about them.

Alcohol and drug use

- The use of alcohol and soft drugs during Ragnar-related activities is at your own risk.
- Ragnar and its members strictly enforce that no alcohol and soft drugs are used by members under the age of 18.
- No member will force others to use alcohol and/or soft drugs.
- The use and/or dealing of hard drugs is prohibited.

Media & personal data

- Prospective members will complete their registration of the document 'member consent form' as truthfully as possible so that Ragnar can deal with the collection and distribution of personal data and media in the desired manner.
- Ragnar does not collect and use more data from and about members and other data subjects than is strictly necessary for its use.
- A member may send a new 'member consent form' to the board at any time if they change their mind.
- Ragnar and its members treat each other's privacy appropriately.
- If desired by a member, data about that member must be removed at all times or the member in question must be made invisible in media files in which the member is visible.

Board

The Board...

- Provides a safe environment and ensures social safety within Ragnar. - Always acts in the interest of Ragnar or other legal entities and focuses on the interest of members, and/or affiliates.
- Always acts as transparently as possible.
- Prevents the (appearance of) conflict of interest.
- Is an example to others and refrains from hurtful and/or insulting remarks. - Commits intensive efforts to ensure that all athletes and coaches are bound by the relevant rules.
- Takes (reports of) inappropriate and/or transgressive behaviour seriously. - Ensures compliance with rules and standards and takes appropriate action against violations thereof.
- Does not abuse her position for her own benefit.

Confidential counselors

- Members can report personal problems relating to sexual harassment or bullying to a confidential counselor.
- The confidants have a duty of confidentiality. This means that everything a member tells a confidant is confidential and will not be shared with others, unless the member gives permission to share or if people are in danger.
- The e-mail address of the confidants will be clearly communicated to members at the beginning of their membership and shared on the Ragnar website.