

# Code of Conduct

## 1. Core values and applicability

1.1 In this code of conduct the expected behaviour of members, benefactors, teachers, assistants or the board of WuBDA is written down. The core values of WuBDA are equality to all, respect and having a safe space to dance. We will therefore carefully monitor compliance with this code of conduct. WuBDA strives to work with organisations that have the same values and morality. This code of conduct has been drawn up according to NOC\*NSF guidelines.

1.2 This code of conduct applies during all official WuBDA activities including committee and board meetings, lessons and by WuBDA organised activities as well as xTDS's and within WuBDA's official appgroups.

1.3 When breaching the code of conduct for the first time, a warning will be given, for the second time a suspension of a month is given and after the third breach the individual will be expelled from the association. These consequences can always be overruled during a GMM.

## 2. Common values. Everyone

2.1 treats people fairly and with respect. They will be respectful both in words and manners and will give everyone freedom to be themselves.

2.2 respects other people's boundaries and will not diminish other people's dignity. They will refrain from bullying, discriminating, offensive, or (sexual) intimidating comments and behaviour.

2.3 will not touch anyone inappropriately or against someone's wishes. Transgressive behaviour is not tolerated in our association.

2.4 is aware that the addressing of inappropriate behaviour is encouraged. When someone is behaving inappropriately then you can discuss this directly with this person. You can also notify the board or a confidential contact person.

2.5 will report consistent breaches of this code of conduct to the board and/or the confidential contact person.

## 3. Members and benefactors

3.1 take good care of the dance halls and the environment. They will report damages, will not break anything deliberately, will respect other people's property, and will keep the dance halls tidy.

3.2 will respect agreements. They will mind the instructions of the board, teachers and functionaries.

3.3 will respond appropriately to feedback from teachers and other dancers, and will mind advice. You do not have to agree with the feedback or advice but stay respectful towards each other.

3.4 are aware that they can always approach the board or a confidential contact person for questions or help. When something is shared confidentially with the board, this information will only be shared with a confidential advisor when it is imperative for their own or other people's safety.

## 4. Teachers and assistants

4.1 take good care of the dance halls and the environment. They will report damages, will not break anything deliberately, will respect other people's property, and will keep the dance halls tidy.

4.2 ensures a safe environment during the lessons. They make sure that everyone feels safe during the lessons. They also stick to safety rules and demands.

4.3 will give their feedback in an appropriate manner. This should be done in accordance with the common values.

4.4 are aware of the inequality in power and (sometimes) the dependency of other individuals. They will not misuse this position and are aware of their exemplary position.

4.5 will not harm the integrity of the sport in any way. Especially not in exchange for any favours, gifts, services or reimbursements.

4.6 ensure that people act in accordance with the code of conduct during the lessons.

5. When acting on behalf of their committee, committee members

5.1 ensures a safe environment. They make sure everyone feels safe during activities.

5.2 are considerate. They always try to act in the best interest of the association and always take the needs and wants of the members to heart.

5.3 are transparent and can give clear explanations of their actions.

5.4 treat information carefully and correctly. They make sure that information is used for its intended purpose and never used for their own interest.

5.5 are aware of their position and strive to be a good role model within the association. They refrain from any behaviour or statements that could damage the reputation of the association or the sport in general.

5.6 take mentions of inappropriate behaviour seriously and act on them. They keep an eye out for inappropriate behaviour during activities.

6. Board members

6.1 make sure of a safe environment. They create an environment where social safety is guaranteed and gets experienced as such.

6.2 are considerate. They always try to act in the best interest of the association and always take the needs and wants of the members to heart.

6.3 are transparent and can give clear explanations of their actions.

6.4 treat information carefully and correctly. They make sure that information is used for its intended purpose and never used for their own interest.

6.5 are aware of their position and strive to be a good role model within the association. They refrain from any behaviour or statements that could damage the reputation of the association or the sport in general.

6.6 are aware of the inequality in power and (sometimes) the dependency of other individuals. They will not misuse this position and are aware of their exemplary position.

6.7 make sure that all other members, benefactors, teachers and committee members adhere to this code of conduct and other rules and regulations.

6.8 take every mention of inappropriate behaviour seriously and act on them. They make sure that there is awareness for inappropriate behaviour and make sure that there is a safe enough environment for these mentions to get to the board.