



Bond Council Code of Conduct

The Bondsraad is NNL's representative member body. It represents the affiliated clubs, exercises the powers assigned to it under the Statutes and Regulations, and holds the Board accountable on behalf of the membership.

1. Representation & Democracy

- Act in the best interest of all member clubs and the wider netball community.
- Consider the views of the represented clubs while exercising independent judgement in the collective interests of NNL and Dutch netball, rather than pursuing the interests of one club, region or individual..
- Serve as a transparent, constructive bridge between member clubs and the Board.
- Treat fellow council members, board members, and players with utmost dignity.

2. Supervisory Duties & Accountability

- Exercise oversight without assuming the Board's executive responsibilities or interfering in the day-to-day management of NNL.
- Review budgets, annual accounts, annual reports, constitutional amendments and other reserved matters critically and diligently, requesting further information where reasonably necessary before voting.
- Act as the ultimate guardians of the NNL Constitution.
- Ensure the Board remains accountable to the membership for its actions.

3. Ethical Conduct & Integrity

- Disclose any actual, potential or apparent personal, financial, professional, family, club or regional conflict as soon as it arises. Take no part in the preparation, discussion or vote on the matter, and do not attempt to influence the outcome.
- Protect all information that is identified as confidential or that should reasonably be understood to be confidential, including sensitive governance, financial, disciplinary, safeguarding, employment, commercial, and personal information.
- Use information received as a Bond Council member only for legitimate Council purposes.
- Do not disclose personal data, details of individual complaints, disciplinary matters, safeguarding reports, employment matters, or other sensitive information unless disclosure is properly authorised or legally required.
- When uncertain whether information may be shared, seek guidance from the Chair or another designated NNL official before disclosing it.
- The duty of confidentiality continues after a member leaves the Bond Council. Communicate publicly and on social media in an accurate, respectful and responsible manner. Do not disclose confidential information, make knowingly false or misleading statements, or claim to speak on behalf of NNL without



authorisation. Nothing in this provision prevents legitimate criticism or a good-faith safeguarding, integrity or whistleblowing report.

- Review all governance papers thoroughly before attending legislative sessions.

4. Systemic Safeguarding & Justice

- Satisfy itself, through appropriate governance reporting, that NNL maintains and effectively implements comprehensive safeguarding policies for children and adults at risk.
- Oversee the adequacy, independence and procedural fairness of NNL's complaints and disciplinary systems without intervening in individual cases.
- Ensure all legislative updates actively promote a discrimination-free environment.
- Report serious safeguarding, integrity, financial or governance concerns promptly through the designated reporting channel. Do not retaliate against any person who raises a concern or participates in an investigation in good faith.

5. Accountability & Enforcement

- Report suspected breaches of this Code through the designated NNL reporting procedure.
- Cooperate honestly and confidentially with any properly authorised review or investigation.
- Do not obstruct an investigation, influence witnesses, conceal relevant information, or retaliate against any person who raises a concern in good faith.
- Ensure that alleged breaches are assessed impartially, confidentially, and within a reasonable period.
- Give any Council member accused of misconduct clear information about the allegation and a reasonable opportunity to respond.
- Possible measures may include guidance, a formal warning, required training, temporary restriction of duties, suspension, or a recommendation for removal, in accordance with the NNL Constitution and Regulations. Refer to disciplinary policy for more information.
- Any investigation or decision must be handled by persons who are independent and free from conflicts of interest.
- Where provided by the NNL Constitution or Regulations, the member shall have access to an appropriate review or appeal procedure.

Nothing in this Code of Conduct prevents a member from:

- Making a disclosure required by law
- Reporting a safeguarding or integrity concern
- Making a good-faith whistleblowing report
- Reporting suspected criminal conduct to a competent authority
- Obtaining confidential legal or professional advice.

NNL Bond Council Code of Conduct	 Netbal Nederland
No: NNL- BC-03-1.1	

Document updated by: Dominique Gunnink	Version: 1.1	Date: 17/08/26
Approved by Board: Lisette van Eijck		Date: 17/08/26
Approved by Council: Approved	Votes: 8/8	Date: 23/08/26