

NNL Code of Conduct	 Netbal Nederland
No: NNL-TR-02-2.1	

CODE OF CONDUCT – NETBAL NEDERLAND

1. Purpose and Scope

- 1.1 The purpose of this Code of Conduct is to protect the integrity, safety, and values of netball by ensuring everyone's actions meet the highest standards of respect and fair play.

This code applies to all registered members of Netbal Nederland (NNL), including member clubs, individual players, coaches, trainers, managers, match officials, board members, and volunteers across all netball activities, competitions, and social media platforms.

- 1.2 Netbal Nederland formally adopts the universal national frameworks of the NOC*NSF. All NNL members and participants must comply with the official **2025 NOC*NSF Gedragscode voor Sporters** ([link here](#)) and the **2025 NOC*NSF Gedragscode voor Trainer-Coaches en Begeleiders** ([link here](#)). The simplified rules listed below serve as an operational summary of these binding national standards.
- 1.3 When participating in international events sanctioned by Europe Netball or World Netball, members must adhere to international ethics regulations. However, in accordance with Articles 16 and 17 of the NNL Statuten, any subsequent disciplinary or anti-doping prosecution remains under the exclusive jurisdiction of the ISR and Dutch Dopingautoriteit.

Part A: General Standards of Conduct (All Members & Athletes)

As a member of Netbal Nederland, you must meet the following standard codes of conduct in any sporting, administrative, or volunteer role:

1. **Respect and Dignity:** Treat all participants with respect and equity, regardless of age, gender, gender identity, gender expression, sexual orientation, disability, race, ethnic origin, nationality, or religious beliefs.
2. **Fair Play and Honesty:** Be fair, considerate, and honest in all dealings with others. Operate strictly within the rules of netball and international guidelines.
3. **Safe Environment:** Actively contribute to a positive and safe netball environment. Refrain from any form of bullying, unsportsmanlike behavior, or discrimination.
4. **Reputation and Media:** Do not bring netball or those who deliver the sport into disrepute. Refrain from making inappropriate, hostile, or degrading comments, including on digital and social media applications. This includes cyberbullying, unauthorized sharing of private



media, hate speech, and public harassment directed at players, umpires, or officials across all digital communication channels.

5. **Personal Accountability:** Accept full individual responsibility for your actions, language, and behavior.

Part B: Mandatory Standards for Coaches, Trainers, and Staff

Because coaches, managers, and officials hold structural positions of authority and power, they must adhere to these additional [NOC*NSF Blauwdruk](#) rules:

1. **Safety and Safe Boundaries:** Ensure a positive atmosphere where athletes feel safe. Do not intrude into an athlete's private life beyond what is strictly required for sport training and match competition.
2. **Absolute Protection of Minors:** Coaches and officials must comply with Dutch law and the NOC*NSF Code of Conduct regarding relationships with minors and vulnerable people. All coaches, trainers, board members, and volunteers who work with minors or vulnerable groups must provide a valid Verklaring Omtrent het Gedrag (VOG) to the NNL Board prior to commencing their duties, renewed in accordance with NOC*NSF guidelines.
3. **Physical Touch Restrictions:** A coach must never touch an athlete in a manner that could reasonably be experienced as sexual or erotic in nature. Demonstrate absolute adherence to the **"four-eyes principle"** when supervising minors under 18 years of age.
4. **Mandatory Relationship Disclosure:** If an affective or romantic relationship develops between a coach/staff member and an adult athlete, the coach has a duty to report the relationship to the NNL Board as soon as possible.
5. **Zero Harassment and Abuse:** Refrain from any form of physical, verbal, psychological, or digital abuse, including sending sexually suggestive texts or making derogatory comments.
6. **Impartiality and Integrity:** Do not give material gifts or financial rewards to athletes with the expectation of personal favors. Never engage in or ignore sports manipulation (**Match-Fixing**) or prohibited substance use (**Anti-Doping**).

2.0 Mandatory Reporting and Complaints Procedure

Should behavior fall below the standards set in this Code of Conduct, Netbal Nederland enforces a strict **Obligation to Report** for all board members and team staff who witness or suspect boundary violations.

- **Serious Behavioral Violations:** In strict accordance with NNL's Articles of Association (*Statuten*), all serious allegations involving sexual intimidation, interpersonal aggression, match-fixing, or doping bypass internal club or federation committees. These files will be referred to **Instituut**

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Sportrechtspraak (ISR) for independent investigation and formal tribunal adjudication.

- **Provisional Protection:** The NNL Board retains the authority to issue temporary board order measures, such as a provisional training suspension, to protect the immediate safety of participants while the ISR handles the formal case.

2.2 For any interpersonal safety violations or cross-border behavior, reports can be made directly to the **Centrum Veilige Sport Nederland (CVSN)**, for independent advice and assistance parallel to the formal ISR tribunal track.

3.0 Review

3.1 This Code of Conduct will be reviewed annually by the Board to ensure it continues to align with NOC*NSF national frameworks, and ratified by the Council.

4.0 Note: In the event of any semantic ambiguity or translation dispute between this document and the official Dutch text of the NOC*NSF templates, the original Dutch NOC*NSF frameworks take legal precedence.

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