



PROTOCOL “VOLUNTEER DUAL FUNCTIONS” NETBAL NEDERLAND

Introduction and Purpose

This policy ensures the integrity, impartiality, and transparent governance of Netbal Nederland. In strict compliance with the **Dutch Management and Supervision Act (WBTR)** and the **NOC*NSF Code Goed Sportbestuur**, it establishes clear structural boundaries for board members. By separating executive leadership from internal oversight, member clubs, and commercial operations, NNL guarantees robust checks and balances and effectively eliminates conflicts of interest across the federation.

1. Membership of the Netball Netherlands Board is incompatible with the following positions:
 - a. Independent committees within Netball Netherlands, including the financial committee, that might result in any conflicting interests.
 - b. Any membership positions of supervisory or disciplinary bodies that oversee the Netbal Nederland (board) from their position as organisation, both internally and externally.
 - c. The appointed Person of Confidant for Netbal Nederland.
2. A Board member of Netbal Nederland cannot simultaneously take on the position of board member of one of the member clubs which fall under the umbrella of the Netbal Nederland Bond.
3. A Board member of Netbal Nederland cannot simultaneously lead the league activities in their capacity as Board member and be active in the league competition beyond the role of player.

3.1 Clause A: Exception in Case of Severe Volunteer Shortage

By way of exception, if a demonstrable lack of suitable volunteers threatens the continuity of league operations, a league administrator may simultaneously hold a board position at a member club, subject to the following strict conditions:

- **Proportionality:** The dual role must be explicitly approved by a majority vote of the Netbal Nederland Board and reviewed annually.
- **Recusal:** The individual must immediately recuse themselves from all discussions, league decision-making processes, or votes that directly affect their specific member club (including but not limited to club-specific disciplinary files, financial disputes, or league positioning).

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- **Transparency:** This temporary dual function must be formally recorded in the board's meeting minutes and explicitly communicated to all member clubs within the bond.
4. A Board member of Netbal Nederland cannot be employed by Netbal Nederland as employee or receive payment in exchange for labour in any other form.
 5. Any conflicting family related or commercial interests that members of the board might have in executing their position will be publicly known by the bond by a written notice and the ***Declaration of Conflict of Interest Form***.

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