



Netbal Nederland - Sexual Misconduct Policy.

1. Introduction

- 1.1 Netbal Nederland is committed to providing a safe, respectful, and inclusive environment for all players, coaches, officials, volunteers, and spectators involved in netball. Sexual intimidation, harassment, or any form of inappropriate behaviour will not be tolerated under any circumstances.
- 1.2 Netbal Nederland is committed to devising and implementing policies that support and assist everyone in the sport. This means following procedures to protect all members from sexual misconduct and to report any concerns to appropriate authorities. The Netbal Nederland Designated Safeguarding Lead/Trusted Person/vertrouwenspersoon is the Confidential Adviser (VCP).

2. Scope of the Policy

- 2.1 This policy applies to all individuals involved in netball, including:

- Players (at all levels)
- Coaches and team staff
- Officials and referees
- Volunteers and administrators
- Spectators and parents

It covers conduct during matches, training sessions, official events, travel, online communication, and any netball-related activity.

Netbal Nederland, Member Organisations and Affiliates recognise that people cannot participate, enjoy themselves or perform at their best if they are discriminated against, sexually harassed or bullied.

This Policy sets out what conduct will constitute sexual misconduct, intimidation and harassment.

3.0. Definition of Harassment

- 3.1 Harassment can be defined as; **unwanted behaviour** that creates an intimidating, hostile, degrading, humiliating, or offensive environment for an individual or group. It can be verbal, physical, psychological, or digital and often involves repeated actions, but a single serious incident may also be considered harassment.
- 3.2 Sexual harassment must be behaviour of a nature and level of seriousness which includes, but is not limited to:



- telling insulting jokes of a sexual nature;
- sending explicit or sexually suggestive emails or text messages;
- displaying racially offensive or pornographic images or screen savers;
- making derogatory comments or taunts with sexual content;
- asking intrusive questions about someone's personal life, including his or her sex life;
- sexual harassment or any of the above conduct in the workplace by employers, co-workers, and other workplace participants;

4.0 Sexual misconduct

4.1 Sexual misconduct refers to **any unwelcome behavior of a sexual nature** that violates ethical, professional, or legal standards. It includes a wide range of inappropriate actions, such as **sexual harassment, coercion, assault, or any behavior that creates a hostile or uncomfortable environment**. Sexual misconduct can occur in workplaces, educational institutions, social settings, or professional relationships and is typically characterized by **a misuse of power, lack of consent, or inappropriate conduct**.

4.2 Sexual Misconduct is behaviour including, but not limited to:

1. unwelcome touching;
2. staring or leering;
3. suggestive comments or jokes;
4. showing or sharing sexually explicit images or pictures;
5. unwanted invitations to go out on dates;
6. requests for sex;
7. intrusive questions about a person's private life or body;
8. unnecessary familiarity, such as deliberately brushing up against a person;
9. insults or taunts based on sex;
10. sexually explicit physical contact;
11. sending sexually explicit or suggestive emails, texts, or other electronic/social media messages;
12. displaying pornographic images or screen savers;
13. asking intrusive questions about someone's personal life, including about his or her sex life; and
14. criminal offences such as rape, indecent or sexual assault, sexual penetration, or relationship with a child under the age of 16 and possession of child pornography.

5.0 Sexual harassment.

5.1 Sexual harassment means unwanted, unwelcome or uninvited behaviour of a sexual nature which could reasonably be anticipated to make a person feel humiliated, intimidated or offended. Sexual harassment can take many different forms and may



include unwanted physical contact, verbal comments, jokes, propositions, displays of pornographic or offensive material or other behaviour that creates a sexually hostile environment.

- 5.2 Sexual harassment is not behaviour based on mutual attraction, friendship and respect. If the interaction is between consenting adults, it is not sexual harassment.
- 5.3 Sexual harassment can occur regardless of any “innocent intent” on the part of the offender, and can take many forms and can be physical, visual, verbal or written.
- 5.4 Sexual harassment is prohibited regardless of the gender of the parties. A person can complain if he or she is harassed by someone of the same sex.

6.0 Definition of Sexual Intimidation

- 6.1 Sexual intimidation includes but is not limited to:
1. Unwelcome sexual advances, comments, or gestures.
 2. Inappropriate physical contact or suggestive behavior.
 3. Coercion or pressure for sexual activity.
 4. Sharing explicit images, messages, or materials.
 5. Any behavior that creates an environment of discomfort, fear, or humiliation based on sex or gender.

7.0 Sexual relationships

- 7.1 Consensual sexual relationships between coaches, officials or athlete support personnel and the adult athletes they engage with due to on-court netball involvement, may not necessarily constitute sexual harassment or be contrary to any other law. However, Netbal Nederland, Member Organisations and Affiliates (where applicable and relevant) take the position that such relationships should be avoided as they can have harmful effects on the person involved, on other persons and on netball’s public image.
- 7.2 These relationships can also be perceived to be exploitative due to the differences in authority, maturity, status and dependence between the athlete and coach, official, or athlete support personnel.
- 7.3 Recognising the risk that the relative power of the coach, official or athlete support personnel may be a factor in the development of such relationships, the coach, official, or athlete support personnel at all levels should avoid them.
- 7.4 In the event that a player attempts to initiate an intimate relationship, the coach, official, or athlete support personnel must take personal responsibility for discouraging such approaches and explaining the ethical basis for their actions.



- 7.5 Netbal Nederland, Member Organisations and Affiliates remind all, volunteers, independent contractors, other workplace participants and all others bound by this Policy that sex with a child is a criminal offence and such conduct will not be tolerated.

8.0 Reporting and Complaint Procedure

- 8.1 Any individual who experiences or witnesses sexual intimidation should report the incident to the **designated trusted person or 'vertrouwenspersoon'**.
- 8.2 Reports can be made in person, via email, or through a confidential reporting system.
- 8.3 All complaints will be taken seriously, investigated promptly, and handled with confidentiality.
- 8.4 Retaliation against individuals who report misconduct is strictly prohibited.

9.0 Consequences and Disciplinary action

- 9.1 Any confirmed incident of sexual intimidation may result in disciplinary actions, including but not limited to:
- Warnings or official reprimands
 - Suspension from training, matches, or events
 - Permanent expulsion from the club or organization
 - Legal action if necessary
 - Cases involving minors will be reported to the appropriate child protection authorities.

10.0 Education and prevention

- 10.1 All members must receive information on respectful behaviour, consent, and the prevention of sexual harassment.
- 10.2 Awareness campaigns will be conducted regularly to reinforce a culture of respect and zero tolerance for sexual intimidation.
- 10.3 Clear guidelines on appropriate communication and behavior will be provided to all involved in netball activities.

11.0 Commitment to a safe netball environment

- 11.1 Netbal Nederland is dedicated to fostering a netball environment where everyone feels respected, safe, and valued. We encourage open communication, support victims of misconduct, and enforce strict measures against any form of sexual intimidation.

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11.2 For further inquiries or to report an incident, please contact the VCP (email to be added).

11.3 This policy will be reviewed annually by the Bond Council.

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