

## RKSV Graaf Willem II VAC

The Hague, august 2022.

### Code of conduct and house rules

Graaf Willem II VAC wants to be a club where members enjoy playing football and where our volunteers, supporters and opponents feel welcome.

To achieve that goal, the board has agreed a number of rules. These rules are divided into:

- a) A code of conduct with a number of basic values and principles that we as a club stand for\*
- b) A number of house rules that describe in practical terms how members, volunteers and visitors should behave in and around the club.
- c) The role of the club's Confidential Advisor.

#### a) Code of Conduct

Graaf Willem II VAC has a number of basic values that we apply to everything we do within our club. They form the pillars on which our club functions, and are an important guideline for our daily actions. Those basic values are:

- Fun
- Development
- Respect
- Safety
- Involvement
- Sportsmanship

Based on this, the following *general rules* apply at our club:

- Everyone is welcome
- We provide a positive and sporting atmosphere
- We respect the referee
- Parents encourage but do not coach children from the side of the pitch
- We treat our clubhouse and playing equipment with care
- If there are problems, we report them

The following rules *apply to individual members*. Each member:

- Keeps appointments made
- Is aware of the rules regarding the correct (and timely) way to terminate his or her membership. (see appendix II)
- Pays their contribution on time
- Shows their respect for the referee at all times
- Plays according to the agreed rules of the game
- Behaves sportingly on and off the pitch
- Enjoys victory without belittling the opponent
- Congratulates the opponent when they have won
- Does not insult or discriminate against other players, members or spectators
- Leaves the dressing room tidy after use
- Respects other people's property
- Shows respect for trainers, leaders, members and other volunteers
- Speaks with other players, members, etc who do not abide by the rules
- Tries whenever possible to do something for the club

\*The code of conduct is partly based on the policy of the KNVB (Dutch Football Association)

## b) House rules

In addition to the code of conduct and the general rules of Graaf Willem, a number of *specific house rules* apply, which outline how members, volunteers and visitors should behave on and around the pitch.

### *Around the pitch*

- A member of the club should show good manners. Every member of Graaf Willem II VAC should behave as an ambassador of and for the club.
- All (head) trainers, leaders and coaches must obtain a Certificate of Good Conduct ("VOG"). This also applies to other paid staff. This is facilitated by the club.
- The changing room is exclusively for the youth team. During the pre-match discussion, at halftime and during a short discussion after the game coaches/trainers/leaders are however welcome.
- Smoking is forbidden at the club during youth training, as well as in the clubhouse and changing rooms. Smoking is discouraged.
- Drinks bought in the clubhouse may only be consumed in the clubhouse or on the terrace in front of the clubhouse. Consumption by the pitch is strictly prohibited.
- It is not allowed to leave drink containers, cups, cans and glasses on and around the pitches.
- Excessive alcohol consumption is prohibited.
- The closing times of our sports complex and clubhouse must be respected.
- At every training session or match, the team leader will ensure that his team's changing room is left tidy, be that a home or away match.
- Bicycles should be stored respectively in the bike storage area, cars are parked correctly in the carpark.

### *On the pitch*

- During matches the official club kit is worn. Shin guards are mandatory and wearing jewellery is prohibited.
- The decisions of referees and assistant referees should always be respected. Concerns can subsequently be shared by the team management with the leadership of the club.
- Showering after practices and games is recommended but not mandatory.
- The KNVB does not accept that teams leave the field of their own accord and abandon the match. However, the Graaf Willem II VAC board is of the opinion that in cases of excessive physical and/or verbal behaviour that may endanger the safety and well-being of players, the leader of the youth team may take the decision to leave the field of play. For that reason the leader must be a member of the KNVB, which is arranged by the club (through the treasurer). Such an (exceptional) act should be reported as soon as possible to the board.

- A club member adheres to the sanction/penalty imposed on him/her by the club or KNVB following a violation. The club will recover from the player the fines imposed by the KNVB and/or administrative costs.

### **C) Confidential Advisor**

In the case of violation of the code of conduct, house rules or other undesirable behaviour, members can speak with each other. If this is not possible or desirable, wrongdoing can be reported to the secretary (or a member of the board).

In case of misbehaviour of youth members, parents will always be contacted.

Adult members who cause problems will be addressed separately by one of the board or committee members.

Unacceptable behaviour such as (sexual) intimidation, discrimination, bullying or threats will not be tolerated and can be discussed with the leader, trainer or a board member.

If the individual feels uncomfortable discussing with either the team leader, trainer or board member a discussion can be arranged with an independent third party known as the Confidential Advisor.

The information shared with the Confidential Advisor remains confidential unless the member in question indicates that he / she has no objection to the Confidential Advisor discussing the issue more widely to resolve the issue.

In the event of a (possible) criminal offence, the relevant authority will be contacted.

The board supervises the operation of the code of conduct and the house rules. There is also the possibility of imposing a sanction in the event of violation of the code and rules.

The Board will assess the situation and, after consultation with the Confidential Advisor, decide on measures. Such decisions must be taken by a majority of the board.

Sanctions can range from a reprimand to, in extreme cases, expulsion or cancellation of an (employment) contract.

The board discusses the code of conduct and house rules annually with the Confidential Advisor.

Each year the board explicitly decides whether the discussion gives cause to amend the code of conduct and / or the house rules.

## Appendices

### I) Code of Practice for management of unacceptable behaviour or other serious issues

- In the event of an unacceptable behaviour, (sexual) intimidation, assault or other serious issues (serious injury, fire, burglary, theft) the chairperson, vice-chairperson, the secretary and the treasurer (collectively the daily board) must be informed immediately.
- The chairman and vice-chairman (or their substitutes) determine what action should be taken. They agree whether the Board or the Board member concerned (as portfolio holder) and/or the Confidential Advisor be informed immediately, or that this be done at the next board meeting.  
If there is, or is expected to be, media attention for the issue, the entire board will be informed so that they are prepared.
- The chairperson shall speak to the media on behalf of the club when appropriate. He / she may ask another board member to do so on their behalf.
- Each serious issue will be evaluated by the board, if necessary, with input from the involved parties

### II) Agreements regarding membership and termination of membership

- A membership with the club runs from July 1 of one calendar year and ends on June 30 of the following calendar year. Membership continues automatically without resignation.
- Members who wish to resign for the next season must do so before May 31 of the current season.
- Members who want to transfer to another club have to unsubscribe before 31 May of the current season.
- Unsubscribing can only be done via email to the membership administration of Graaf Willem. (ledenadm@graafwillem.nl). Unsubscribing via a trainer and/or coach and/or line coordinator is not valid.
- In cases where membership is not cancelled in time via email the full contribution for the new season is due. This also applies if the provisional (future) team allocation is the reason for a late cancellation (after 31 May).
- If the membership is terminated during the season, the contribution remains due and no refund will be made.
- A transfer to another club will only be approved when the owed contribution has been paid and when provided kit (selection teams) is fully returned in good order.