

Code of Conduct of S.H.C. Scoop

Norms and values in the practice of hockey are extremely important. Scoop actively seeks to raise awareness of these among its members, other athletes (such as opponents), team staff, and spectators. The hockey and social activities organized by Scoop should be and remain a meeting place where students and other athletes can participate together with enjoyment and satisfaction.

This requires clear rules of conduct, which are actively promoted by the board, committees, and coaches. Team staff, captains, board and committee members in particular have an important responsibility and role-model function in communicating and safeguarding these rules of conduct. In addition, senior members within the association also serve as important role models. Violations of the rules may result in sanctions.

Why does the Code of Conduct exist?

The purpose of Scoop is to facilitate hockey and other activities in an environment where all members feel welcome, respected, and safe. Scoop strives to support the development of its members, both in terms of hockey ability and personal growth, as individuals and as teams. This is accompanied by a growing sense of community, involvement, and pride, while maintaining the open character of Scoop.

The Code of Conduct exists to safeguard these objectives.

Who is this Code of Conduct for?

Everyone who is a member of Scoop or who is active as a team staff member or volunteer at Scoop is expected to be familiar with these rules of conduct. The rules must be promoted and observed by everyone at Scoop so that visitors and spectators also adhere to them. We should be able and willing to hold each other accountable for our behavior. Respectful conduct forms the basis of our actions.

What is included in this Code of Conduct?

The Code of Conduct concerns how we wish to interact with one another, the rules we follow, what we consider acceptable and unacceptable, and the norms and values we uphold. It also addresses the measures that may be taken if someone fails to comply with these rules.

The Code of Conduct is an official regulation of the association, which members are required to comply with as stipulated in Article 6 of the association's statutes.



General Rules of Conduct

Scoop places strong emphasis on norms and values both in the practice of hockey and in participation in social student activities.

The following general rules apply to playing hockey, our interactions with one another, and the use of and access to the facilities of X and other activity locations.

- We always behave in a sporting and respectful manner, even when others do not.
- We always respect referees. This means that we accept their decisions without protest, even if we disagree with them.
- Anyone who fails to comply with these rules of conduct will be held accountable for their behavior.

Personal Conduct

In addition to the specific rules governing our sport, we also follow rules concerning how we interact with one another as individuals, both on and off the field. This includes the following principles:

- Everyone matters within the association.
- We respect everyone's personal integrity.
- We accept and respect others as they are and do not discriminate.
- We do not cause harm to others.
- We do not place individual or group pressure on others to perform actions against their will.
- We never abuse our position of authority or power.
- We do not participate in bullying, ridiculing, or mocking others.
- We do not fight, use violence, or make threats.
- We do not invade another person's personal space or touch them without their consent.
- We do not give others unwanted sexually suggestive attention.
- We do not ask inappropriate questions or make unwanted comments about someone's personal life or appearance.
- We help others comply with these agreements and address those who fail to do so.

On and Around the Sports Complex

X and TU Delft support Scoop, among other ways, by providing and maintaining facilities that allow us to organize our hockey and non-hockey activities. As a Scoop member, you are expected to treat these facilities, as well as the employees and regulations of X, with respect.

This includes:

- Treating employees, fellow students, and visitors of X and TU Delft with respect.
- Cleaning up after yourself and leaving the sidelines, fields, and café tidy after use.
- Not bringing glassware, dishes, or alcohol onto the field.
- Respecting the smoke-free campus policy and the designated hours during which alcohol may be served.
- Reporting damage or hazardous situations to your coach, an X employee, or a board member.

Rules of Conduct for Players and Members Toward Referees

All members of a hockey club are responsible for their behavior toward referees. This applies to both Scoop members and visiting hockey players. All Scoop members are expected to make sufficient efforts to uphold the reputation of the association. If a member engages in inappropriate behavior, they will be held accountable.



Inappropriate Behavior Includes

- Verbal or physical violence.
- Intimidation.
- Discrimination.

How to Deal with Inappropriate Behavior Before, During, and After a Match

- A player may be penalized in accordance with KNHB regulations based on their behavior.
- If board members, team staff, spectators, or other members disagree with a referee's decision, they must refrain from inappropriate behavior. Referees and, where necessary, board members may address the individual regarding their conduct. If a referee requires support in addressing someone's behavior, the referee may involve the board.
- If a discussion continues after the match, normal standards of courtesy, as generally described under "General Rules of Conduct," must be observed.

Rules of Conduct for Spectators

Spectators are an important part of matches and contribute to the friendly atmosphere at Scoop. We expect all visitors attending our matches to:

- Refrain from using offensive language or insulting or harassing players, team staff, referees, fellow spectators, and employees of X and TU Delft.
- Show respect for opponents.
- Show respect for other visitors and treat the property of the association, X, and others with care.
- Prevent and condemn all forms of violence.
- Respect and accept the referee's decisions.
- Ensure that their own behavior remains sporting.
- Address others who fail to comply with the rules of conduct.

How to Deal with Inappropriate Behavior Before, During, and After a Match

- Address the spectator directly regarding their behavior and/or report the matter to one of the board members.
- The board may subsequently:
 - Address the spectator regarding their behavior.
 - Monitor their conduct.
 - Impose sanctions where necessary, such as requiring the spectator to leave.

Referees:

- May address captains regarding inappropriate behavior by spectators. The captains are then responsible for addressing the spectator(s) concerned. Board members may assist in this process.
- May, if the inappropriate behavior continues, request the spectator to leave the grounds and, if necessary, involve the board through the captain of the home team to enforce this request.
- Retain the right at all times to abandon the match.
- May submit a report to the KNHB, after which the responsible team may be sanctioned by the KNHB disciplinary committee.

It is also the responsibility of other spectators, in addition to referees, captains, and board members, to address spectators who behave inappropriately. In doing so, the normal standards of courtesy described under "General Rules of Conduct" should be observed.



Alcohol, Tobacco, and Drugs

Setting a good example is of great importance for everyone who comes into contact with our association. In addition, as a member of Scoop, you have a duty to refrain from actions that could harm the association, the KNHB, or the sport of hockey.

Alcohol and tobacco are substances that can be harmful to health and increase the risk of inappropriate or boundary-crossing behavior. Use them in moderation and certainly not on the field or in the changing rooms. Be aware that doing so not only sets a poor example for others present but can also be harmful to them (for example through second-hand smoke).

Please be aware that:

- The campus is a smoke-free zone.
- The consumption of alcoholic beverages is permitted only to a limited extent.

Furthermore, the possession or use of drugs on the premises of X and during other Scoop activities is strictly prohibited. Violations of this rule are taken extremely seriously by the board.

How to Deal with Inappropriate Behavior

When Alcohol and Tobacco Rules Are Violated

You may:

- Address the individual concerned directly.
- Inform a board member or, where applicable, an employee of X.

The board member or employee may then address the individual regarding their behavior and impose sanctions where necessary, such as removing the person from X or from the activity.

When Drugs Are Involved

If there is possession and/or use of drugs, the board must be informed immediately.

The board may then act in accordance with its crisis management plan.

Violations of the Rules of Conduct

An incident or misconduct may be reported to:

- The team staff member(s) of the relevant team.
- The captain(s) of the relevant team.
- The board.
- The confidential contact persons.

Anyone may report an incident, including:

- Members.
- Other players.
- Team staff members.
- Referees.
- Spectators.



When misconduct has occurred and a member fails to fulfill their obligations, sanctions may be imposed in accordance with Article 8 of the association's statutes.

Disciplinary Measures

In the event of a violation as referred to in Article 8, Paragraph 1 of the statutes, the following sanctions may be imposed:

- Reprimand.
- Suspension.
- Expulsion from membership.
- Exclusion from participation in matches, either for a specified period or for a specified number of matches.
- Disqualification from exercising one or more functions specified in the sanction for a specified period.
- Monetary fine.

Members should be aware of the sanctions that may be imposed.

Confidential Contact Persons

Have you experienced unwanted behavior or something that you would like to talk about?

For matters that you would rather discuss with someone other than the board, you can always contact one of our confidential contact persons. Their contact details can be found on the website. They provide a listening ear and are willing to work together with you to find a solution.

In consultation with the person making the report, the confidential contact person will subsequently inform one of the board's designated contacts by means of a report. This can be done anonymously.

The confidential contact person has a duty of confidentiality toward the rest of the board and the association.

Reporting Obligation in Cases of Sexual Harassment

In cases of (suspected) sexual harassment, the board has a reporting obligation to the KNHB or the Dutch Institute for Sports Law (ISR).

This reporting obligation exists so that the board can immediately receive advice on how to handle the situation appropriately.

More information about this reporting obligation can be found on the website.

This process is also carried out in consultation with the person making the report.

Independence and Confidentiality

Our confidential contact persons are themselves members of Scoop but operate independently from the board.

They will never share information about your conversations without consulting you first.

They can be reached at:



vcpscoop@gmail.com

Please consult the website for the individual contact details of the current confidential contact persons.

If you would prefer to speak with someone outside the association, please visit the website for information about external organizations that can provide support.

