

# Introduction

A safe sports climate within the association consists of two types of safety:

**Physical safety:** think of the feeling of safety on and around the court. As well as the feeling of physical safety in the sports café and at activities.

**Social safety:** think of the feeling of safety due to the culture within the association. This includes the freedom to say what you want to say, to be who you are, not having to do something under duress and to feel welcome within the association.

In order to create and maintain a safe sports climate, the Utrecht Student Basketball Federation has drawn up this safe sports climate policy.

This document contains the guidelines drawn up on the desired behavior within the Utrecht Student Basketball Federation (hereinafter: USBF or the association). The general values of USBF as discussed in the policy plan are also reiterated. In addition, this document describes how to act in the event of transgressive behaviour.

Do you need to vent or would you like to talk to someone about an unpleasant experience? Contact the confidential contact persons within the association. They will lend a listening ear and give advice where necessary. The confidential contact persons within USBF are:

Lisa Imhof: 0630813575

Brian van Hilten: 0650591980

If you prefer to talk to someone outside the association, please contact the confidential contact persons of Sportraad Utrecht. You can discuss everything in confidence with them. In addition, they offer advice and support in investigating next steps. The independent confidential contact persons of Sportraad Utrecht are:

Saskia Arbon: saskiaarbon@msn.com, 0652258118.

Brian Groenewege: briangroenewege@live.nl, 0631949300

# General values of USBF

At USBF we have a number of intrinsic values that are not often explicitly stated, but which are often based on a general feeling. The aim is to protect and propagate these values. In order to do this consciously, the following values of USBF have been included in this document.

## Openness

There is an open culture within USBF. We are open to everyone and everyone is welcome to join our group. In addition, as an association and board, we are open to new ideas and other cultures. Good communication is important for openness. We facilitate this on the one hand by communicating clearly, in a timely manner and through various channels to the members, and on the other hand by always being open to input, feedback and new ideas.

## Togetherness

For us togetherness means that we try to form one large group. Everyone who wants to, belongs and gets involved. This is done by the association. As a new member you only have to be or want to be there and you will almost automatically be included in the group that is called USBF. As a result, no member is excluded.

## Security

Everyone should feel safe within USBF. Safe to be yourself and to express yourself. This sense of security is crucial to a subset of the other values. For example, without security togetherness is impossible and openness is hollow. Every member must be able to feel safe with the association regardless of personality, gender, appearance or any internal or external characteristics.

## Non-committality

Within USBF, every member has a large degree of freedom. It is of course the intention that a team can continue to play, but the culture at USBF often also provides the option not to come every time. It is always appreciated when members come to activities, but the choice for this always lies with the member itself and there will be no pressure on members to 'be there'. This does go hand in hand with a bit of responsibility and trust, mainly at team level, including, for example, providing referees.

## Progressivity

Every year at USBF we strive for a little bit of progress, both on the board and on the field. We believe it is important that our members and the association progresses, both in the field of basketball and beyond. For example, members can make progress on the field by following training courses. By playing in a team, being a member of a committee or simply being involved in the association, members can also develop as individuals. It is up to the member to embrace these opportunities, the possibilities are facilitated.

# Code of Conduct

All USBF members adhere to the following rules of conduct:

- We are responsible for our conduct and the actions that result from it.
- We have respect for other members and everyone who is involved in the association in any way. All members respect each other regardless of gender, cultural background, religion, sexual orientation, or any other distinguishing characteristics.
- We are respectful to the referees and other players.
- We respect each other's boundaries. There will be no pressure on anyone to do things that they are not comfortable with.
- We respect each other's property. We don't steal or damage and together we ensure that property remains intact.
- We are all responsible for the accessibility of the association. That is why we jointly ensure that no one is discriminated against.
- We respect the applicable rules in the public space as they are enforced. Other persons in this space are taken into account and we do not set ourselves above the applicable rules.
- We respect the applicable house rules of external locations as they are enforced. Other persons in this space are taken into account and we do not set ourselves above the applicable house rules.
- We hold each other accountable for violations of the rules.

In addition, the board of the association will see to it that the following matters are enforced:

- Everyone involved in the association is accountable for misconduct. If necessary, the board imposes sanctions, which the person concerned will comply with.
- Coarse or unsportsmanlike play will not be tolerated.
- Sexually transgressive behavior is never tolerated. Behavior is sexually transgressive when one of those involved is not comfortable with it.
- Verbal and physical violence (this also includes (cyber) bullying and intimidation) is never tolerated.

Local legislation must always be observed. The code of conduct serves as a supplement to legislation. Some information is confidential. This is handled with integrity.

# What to do in case of unacceptable behavior

As described in the code of conduct, each member is expected to hold another person accountable for undesirable behaviour. This also means that every member is expected to contribute to an overall atmosphere in which this is possible.

To guarantee the safety and fun of everyone on the field, the association offers a number of handles.

## **Referees Time-Out**

In some matches, emotions run high and that can lead to unnecessary physical play. This can sometimes lead to mean and unsportsmanlike play. We have heard this sometimes happens and that it affects the sense of security of the members who play. To prevent this, we want to give the referee the opportunity to schedule a referee time-out if this threatens to happen. In this time-out, the teams can calm down for a while and then continue playing with respect for each other.

This is certainly not a light measure, but to ensure the safety of the players we want to offer the referees this handle. This ensures there is something concrete that the referee can do if a match threatens to get out of hand.

If you feel, as a player, that a situation is getting out of hand, you can report this to your team captain. They can then request a referee time out.

## **Technical foul**

When a player receives a technical foul from the referee, that player is no longer allowed to participate in the match. If a player receives two technical fouls within 10 weeks, a meeting with the board and a potential suspension will follow. The policy in this regard is described in the rule book.

# Unacceptable behavior off the field

What someone experiences as transgressive behavior is different for everyone. What is acceptable for one person, is considered unpleasant by another. We assume that every member of USBF respects the boundaries of other members. If you feel uncomfortable in a situation, try to discuss this with the person(s) involved. USBF has appointed two confidential contact persons to support all its members when needed. Who these people are is indicated at the top of this document.

This document does not lay down standard sanctions for transgressive behavior off the field. Every situation will, with the recipient's consent, be discussed within the board where necessary and they will act within the framework of the internal regulations and the statutes of the association.