



Gedragcode
Coach, trainer

Scope

This Code of Conduct applies to everyone who is involved as a coach or trainer in activities for Rugby Netherlands.

Introduction

Norms and values in the practice of rugby are very important. Rugby must remain a place where players can come together to play with enjoyment and fulfilment. This requires clear behavioural rules that are actively promoted by the Board and Committees.

What happens if someone does not follow this Code of Conduct? Measures may be taken, such as addressing those involved or imposing sanctions.

Safety and Responsibility

Take responsibility for ensuring a safe sporting environment and commit yourself to fostering an inclusive atmosphere in which everyone feels welcome and safe.

Respect and Equal Treatment

- Recognise and acknowledge everyone's basic rights: the right to privacy, safety, human dignity, and bodily integrity.
- Act honestly, transparently, reliably, and respectfully, and treat everyone equally.
- Refrain from discriminatory, demeaning, bullying, or (sexually) intimidating remarks and from any form of transgressive behaviour (physical, verbal, or non-verbal).
- Take responsibility and intervene when you observe signs of undesirable or transgressive behaviour.
- No sexual contact, action, or relationship with minors is ever permitted.
- Be aware of your duty to report suspected sexual intimidation or abuse.
- Be mindful of power imbalances and refrain from any form of (power) abuse.
- Create a safe environment in which athletes can express boundaries and discuss concerns.

Privacy and Professional Distance

Respect players' private lives and do not intrude further into their personal sphere than is necessary. Handle spaces such as locker rooms, showers, and facilities carefully and respectfully.

Rules, Agreements, and Professional Expertise

- Know and respect the rules of the location, the club, and the (inter)national federation, and act accordingly. Encourage rugby players and other stakeholders to do the same.
- Make clear agreements and adhere to them.
- Handle information and resources with care.
- Keep your knowledge up to date by participating in appropriate training, courses, and education relevant to your role and level.

Addressing and Reporting

Speak up when you observe unsafe or potentially transgressive situations.

Report suspicions or signs of doping, match-fixing, undesirable behaviour, or (sexual) intimidation to your club's board, the Confidential Contact Person (VCP), the Rugby Netherlands reporting point (meldpunt@rugby.nl), or the Centre for Safe Sport Netherlands ([CVSN](#)).

Favors, Gifts, and Conflicts of Interest

Do not accept favours, gifts, services, or payments in exchange for doing or omitting something that compromises the integrity of the sport. Do not offer such benefits yourself. Always remain alert to (the appearance of) conflicts of interest and avoid situations where personal relationships or interests could affect your independence or professional judgement.

Doping

Strictly adhere to anti-doping rules and encourage athletes not to use prohibited substances. Ensure that you — and where applicable, your athletes and support staff — are informed about the relevant rules, rights, and obligations.

Where applicable:

- Cooperate with doping controls.
- Encourage athletes to maintain accurate whereabouts reporting.

- Check medications and supplements in advance.
- Actively speak out against alcohol and drug use.

Matchfixing

Know the rules regarding matchfixing. Never bet on matches or competitions in which you may have influence, nor on youth competitions. Do not manipulate results and do not share confidential information. Report approaches or suspicions to the Rugby Netherlands reporting point. Follow required education or e-learning and encourage athletes and support staff to do the same.

Role Model

Be aware of your role as an example to others in your position as a coach or trainer. Watch your language, behaviour, and appearance — including on social media. Avoid statements or actions that could harm the sport or the federation.