



Code of Conduct

Code of Conduct – Rugby Netherlands

Adopted by the Board of Rugby Netherlands on 9 March 2026

1. Introduction

Rugby Netherlands stands for an honest, safe, and respectful rugby sport. Rugby values form the foundation of who we are and how we interact with one another. This Code of Conduct describes the norms and values that apply to all members, volunteers, board members, employees, officials, trainers/coaches, and athletes within Rugby Netherlands. Together, we create an environment in which everyone feels welcome, safe, and appreciated.

2. Core Values of Rugby Netherlands

Within Rugby Netherlands, we uphold the following core values:

Respect

Without respect, there is no rugby. We play according to the rules. We respect the referee, our opponents, and our teammates — regardless of faith, sexual orientation, sex, or gender.

Discipline

We show discipline while practicing our sport. We play hard but fair, placing player welfare above all else.

Camaraderie

Rugby is the ultimate team sport. You train and play together, and you experience rugby together. You are proud of your sport. Rugby sets you apart. You carry the sport with you and build friendships for life.

These values represent the why, what, and how of our daily conduct within Rugby Netherlands — on the pitch, off the pitch, and in society.

3. General Rules of Conduct within Rugby Netherlands

3.1 Equality and Respect for Everyone

- Everyone should feel welcome, regardless of age, background, religion, gender, sexual orientation, disability, or skill level.
- We treat one another with respect, listen to each other, and speak with dignity.

- We do not make statements or engage in actions that belittle, exclude, or harm others.

3.2 A Safe Sporting Environment

- Together, we ensure an environment where athletes feel physically, mentally, and socially safe.
- We set a positive example and actively contribute to preventing transgressive behaviour.
- We respect the boundaries of others and clearly express our own (self-control).

3.3 Fair and Responsible Sport

- We play honestly and according to the rules of Rugby Netherlands and the club.
- We take good care of the fields, facilities, and equipment.
- We make clear agreements and keep them (loyalty, honesty).

3.4 Addressing One Another

- If you see behaviour that does not align with Rugby Netherlands' values, address the person politely and respectfully.
- We take responsibility for our own behaviour and for fostering a safe environment (courage).

3.5 Leading by Example

- Trainers, coaches, board members, officials, and senior athletes have a role-model function.
- Gossip, hurtful remarks, and online negativity are not allowed.
- Before sharing anything on social media, think about its impact on others (respect & self-control).

4. Transgressive Behaviour (TB)

Within Rugby Netherlands, there is no place for transgressive behaviour such as bullying, abuse of power, discrimination, sexual intimidation, doping, or match-fixing.

4.1 What Do We Consider Transgressive Behaviour?

Transgressive behaviour includes any action or omission that undermines the dignity or safety of individuals. Examples include:

- Bullying
- Abuse of power
- Discrimination
- Physical or verbal violence
- Unwanted sexual behaviour

4.2 Sexual Intimidation

Any form of unwanted behaviour with a sexual component is prohibited. This includes verbal, non-verbal, and physical behaviour.

4.3 Doping

Violations of the anti-doping regulations are prohibited.

4.4 MatchFixing

Any form of manipulating match outcomes is prohibited.

5. Reporting Duty and Reporting Procedures

A safe sports climate requires vigilance and taking incidents seriously.

5.1 If You Want to Report Something

If someone is not following the rules, discuss this with the person if possible. If that is not feasible, you can contact:

1. Your club's Confidential Contact Person (VCP)

They will listen, provide guidance, and help you understand next steps.

The VCP does not solve the issue themselves but directs you to the

appropriate support. Their contact details can be found on your club's website.

2. Your club's board

They are responsible for ensuring a safe environment.

3. Rugby Netherlands Safe Sport Reporting Point via meldpunt@rugby.nl

For reports concerning:

- Violence or aggression
- Bullying or discrimination
- Sexual intimidation
- Doping
- Matchfixing
- Abuse of power

4. Centre for Safe Sport Netherlands (CVSN)

via www.centrumveiligensport.nl

An independent organisation where you can always go with questions or reports.

6. Code of conduct per target group

Specific roles within Rugby Netherlands have additional codes of conduct. These can be found here:

- Board of Rugby Netherlands
- Referees/officials
- (Top) Athletes
- (High-performance) Coaches, Trainers, and Staff

7. Final Statement

Together we are responsible for creating a sporting environment where everyone feels safe, seen, and valued. By embodying our core values every day, we build a strong rugby community centred on respect, discipline, and camaraderie.

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