



T.S.Z.W.U. Avalon
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As of writing this document, the association referred to as T.S.Z.W.U. Avalon is officially registered as S.W.A.T. Avalon. For the purposes of this document, these two names are interchangeable. T.S.Z.W.U. Avalon will be used throughout this document as it is the intent of the association to officially change its name soon.

Code of Conduct

At T.S.Z.W.U. Avalon we strive for a respectful and safe environment for all our members.

For this reason, the following Code of Conduct (*gedragsregels*) has been written in accordance with the guidelines of the CUSN (*Centrum Veilige Sport Nederland*, Centre for Safe Sport in the Netherlands), <https://centrumveiligensport.nl/> (*in Dutch*). The rules laid out in the Code of Conduct are applicable to all members of T.S.Z.W.U. Avalon.

General

1. Every member is expected to take note of the rules as laid out in this document (code of conduct), the rules and regulations (*huishoudelijk reglement*), the articles of association (*statuten*) and any other (verbal) agreements made, and should act accordingly.
2. Violence of any kind, be it mental or physical, as well as transgressive behaviour, is strictly forbidden.
3. Members are to treat each other with respect at all times.
4. Members are to respect each other's privacy.
5. Sexual misconduct is strictly forbidden.
6. Every member is expected to handle alcohol responsibly.
7. The use of drugs, including alcohol and tobacco is prohibited for anyone under 18 (as per Dutch law).
8. The use of soft drugs as defined by Dutch law (e.g. hash, marijuana, sleeping pills and sedatives) is strongly discouraged.
9. The use of performance enhancing substances as defined by the World Anti-Doping Agency (*WADA*) is strictly forbidden.



10. The use of hard drugs as defined by Dutch law (e.g. heroin, cocaine, and crystal methamphetamine) is strictly forbidden.
11. The bar committee is to act responsibly whenever events are held under the Avalon brand name at Palazzo or any other establishment/location where the committee is responsible for the consumptions.
12. Members are expected to follow the laws of any country Avalon is present in with their members.
13. Every member is expected to meet their financial requirements.
14. Every member is expected to treat the property of others with respect. Under no circumstances shall any kind of theft or damages be tolerated.
15. At any time during practice, instructions from (assistant) trainers/coaches are to be followed and (assistant) trainers/coaches are to be treated with respect.
16. (Assistant) trainers/coaches are expected to treat members with respect, and to put in the necessary effort when giving training.
17. Under no circumstances should a member be pressured to take part in an event against their will.
18. Under no circumstances should a member be pressured to consume anything against their will, including alcohol and any other type of drugs.
19. It is strongly advised to notify the board of any health issues during, or shortly after, sign-up, such as allergies.
20. Every member is required to notify the board and/or the organising committee of health issues when they could affect upcoming events.
21. Violations of any code of conduct need to be reported to the board and/or the UCP (*vertrouwenscontactpersoon*, i.e. confidant).

Competitions and (guest) locations

22. Regulations as set by the KNZB (Dutch swimming federation) need to be followed at all times, <https://www.knzb.nl/knzb/downloads/reglementen/> (page is in Dutch).
23. Officials and other volunteers are to be treated with respect and their decisions are to be respected.
24. Any objections to judgements made by the officials and/or volunteers during competitions will be communicated to the swim or water polo commissioner of Avalon, who will decide on further action.
25. All members are to treat the host, the guest city/location(s) and host members with respect.



Board

26. Board members are required to act in the best interest of the association and are transparent in their actions and decision-making process.
27. Board members will handle sensitive, confidential and/or private information with the utmost care and respect.
28. Board members will take any report(s) of (a) violation(s) of the code of conduct extremely seriously and will act accordingly.
29. The board should at all times strive to create a safe, fun, and welcoming environment for all its members.
30. The board is to follow the '*Meldcode Grensoverschrijdend gedrag in de sport*' (regulations on reporting transgressive behaviour in sport) as set out by the CUSN (Centrum Veilige Sport Nederland, Centre for Safe Sport in the Netherlands) whenever the board becomes aware of a violation of the code of conduct,
https://centrumveiligesport.nl/media/1034/181119_de-meldcode-gog-en-meldplicht-si-sport_def.pdf (in Dutch).
31. The board ensures that all rules, regulations and other agreements are to be followed and enforced.
32. The board can call upon article 15 of the Rules and Regulations when a member does not adhere to the code of conduct of T.S.Z.W.U. Avalon.

Confidant (*UCP, vertrouwenscontactpersoon*)

33. The confidant(s) are at all times expected to follow the guidelines set in the most recent version of the Confidant (UCP) Guidelines.
34. Members are expected to be honest and truthful when filing complaints with the UCP.
 - a. If the UCP has reason to suspect an untruthful complaint, they are to investigate to the best of their ability.
 - b. If the UCP comes to the conclusion that a complaint is untruthful, they are to communicate this to the current board. It is then up to the current board to decide on disciplinary action.