



Code of conduct

A lot of boundaries in the contact between volunteers and under aged participants of the activities of Move are not unambiguous. One young participant might want to sit on your lap for a while for comfort, while the other might want a small pat on the head or doesn't like to be touched at all. No exact boundaries can be agreed upon that will be applicable to every person and situation. Rightly so, because nearness and physical contact is a stipulation for growth for a lot of children. One boundary can however be agreed upon, that is that sexual acts and contact between (young) adult employees and under aged participants are absolutely intolerable!

That is why we have drawn up a code of conduct for all our volunteers. This code of conduct consists of two parts: rules that will lead to an open, transparent and safe environment by and for under aged participants and our volunteers and a description of sexually intolerable behaviour. If you start working for us, as volunteer, intern or paid employee, we ask you to sign this code of conduct. By doing that, you declare that you understand the contents of this code of conduct and will act accordingly.

I. Description of sexual intolerable behaviour with under aged

With sexual intolerable behaviour we mean: every form of sexual behaviour or sexual approach, in verbal, nonverbal or physical ways, on purpose or not on purpose, that will be seen as unwanted or forced by the person that undergoes it; and/or takes place within an unequal relation of power (adult - under aged, caretaker-client, teacher-student, trainer-pupil, etc.) and/or other behaviour that is forbidden by law. Sexual intolerable behaviour involving under aged, of which Stichting Move judges it to be forbidden by law, will be reported to the police/justice system.

II. Behavioural rules for (volunteer) employees:

1. The volunteer/ attendant has to attend to creating an environment in which the under aged feels safe and respected.
2. The volunteer/ attendant will refrain from treating the under aged in a way that will vitiate the dignity of the under aged.
3. The volunteer/attendant will not be more of a part of the private life of the under aged as is functionally necessary.
4. The volunteer/ attendant will refrain from every form of sexual interaction and abuse in relation to the under aged. All sexual acts, contacts and relations between attendant and under aged up until the age of 16 are not allowed under any circumstances and will be seen as sexually intolerable behaviour.
5. The volunteer/ attendant is not allowed to touch the under aged in such a way, that this contact will or can be reasonably seen as sexually or erotically natured.
6. The volunteer/ attendant will act reticent during contact moments with an under aged and will treat the under aged and the rooms in which they might be with respect, like dressing rooms and toilet spaces.
7. The volunteer/ attendant has the obligation to protect, according to their ability, the under aged against forms of unequal treatment and sexual intolerable behaviour, and will actively see to the code of conduct being adhered to by everyone involved.



8. In case the volunteer/ attendant signals behaviour that is not according to this code of conduct and in the case of supposition of sexually intolerable behaviour, he or she is obliged to report this to Stichting Move.

9. The volunteer/ attendant will not receive or give (im)material compensations that are not within reason.

10. In cases when this code of conduct does not (directly) apply, or when in doubt about the acceptability of certain behaviour, it is within the responsibilities of the volunteer/attendant, to act in the spirit of the code of conduct and where necessary, get in touch with Stichting Move about it.

This code of conduct is established in February of 2015.

Signature volunteer/ attendant

Signature director Stichting Move

Name:

Date:

Place:

A handwritten signature in black ink, consisting of several overlapping loops and lines, positioned above the name Jony Ferket.

Jony Ferket