

# Code of Conduct

## Scouting Netherlands



*This translation is derived from the Dutch Code of Conduct. The Dutch version of the Code of Conduct is leading in all situations.*

Scouting Nederland wants to be a safe place for (youth) members, volunteers, and other stakeholders, both online and offline. This Code of Conduct explains how we at Scouting Nederland interact and collaborate with each other. Everyone must be able to trust that we respect each other.

We protect all our members from unwanted and inappropriate behavior and ensure compliance with the Code of Conduct. We are ambassadors of Scouting Nederland and adhere to the Scouting Act :

*“A Scout sets out with others to explore the world and make it more livable.*

*A Scout is honest, kind, and persistent.*

*A Scout is loyal, values-conscious, and takes good care of nature.*

*A Scout is helpful and respects themselves and others.”*

The Code of Conduct supplements Dutch law and is part of the internal regulations of Scouting Nederland (Huishoudelijk reglement, HHR). This Code of Conduct applies to all our activities, events, and all parts of our organization, including the group, region, admiralty, and national organization.

This Code of Conduct applies at all times, even abroad. During activities/events abroad, we also comply with applicable laws and regulations.

Together, we monitor for signs that may indicate a violation of the Code of Conduct. We do not tolerate undesirable behavior, inappropriate behavior or transgressive behavior. If we witness or experience undesirable, inappropriate or transgressive behavior, we will speak to each other or call for assistance. This ensures the safety of everyone involved. In the event of transgressive behavior, we also report it to the board<sup>2</sup>. The board will then initiate the protocol of transgressive behavior.

Does the Code of Conduct not directly address the situation? Or is there any doubt about (inappropriate) behavior? Then we will act in the spirit of the Code of Conduct and consult with a fellow member, confidential counselor, and/or the board.<sup>2</sup>

*Below, we describe the principles of this Code of Conduct, followed by an explanation. These principles are based on two components: social safety and business integrity (how we collaborate fairly).*

### Principles of the Code of Conduct:

1. We respect every member.
2. We contribute to a safe environment, both offline and online, without undesirable behavior, inappropriate behavior or transgressive behavior.
3. We prioritise the social safety and well-being of all members.
4. We guard our own boundaries and respect the boundaries set by others.
5. We respect the privacy of all members and their personal space.
6. We do not intrude further into the private lives of others than is necessary to properly perform our duties, and we are aware of power relations.
7. We adhere to the Scouting Act and the rules as described in the Code of Conduct and the internal regulations (HHR).
8. We are aware of potential conflicts of interest and their consequences.
9. We follow the position on drugs, alcohol and smoking of Scouting Nederland.

## Social safety

### Inclusion

Everyone should feel safe and be themselves in Scouting. We make no distinction based on religion, belief, political affiliation, race, gender, nationality, sexual orientation, cultural background, disability, age, or physical characteristics.

### Boundaries

Boundaries vary by person and situation. We maintain our own boundaries and respect the personal boundaries set by others. This requires sensitivity, constant reflection, and open dialogue.

Alcohol and/or drug use can affect the ability to indicate and respect one's (own) boundaries and can more easily lead to transgressive behavior.

We always ask for consent before making (intimate) physical contact. If we have any doubts, we ask the other person. Everyone is free to change or withdraw consent at any time.

### Definition of transgressive behavior

Transgressive behavior is behavior (or statements) that are unacceptable to the recipient, regardless of the intention behind it. This behavior can cause physical, mental, or emotional harm.

The behavior can occur both offline and online. Examples can include discrimination, bullying, exclusion, violence, sexual misconduct, failed jokes, abuse of power, harassment, stalking, property destruction, and violations of the law.

Sexually transgressive behavior is verbal, nonverbal, or physical contact with sexual undertones that intentionally or unintentionally violates someone's dignity or integrity. Examples can include unwanted and/or inappropriate touching, inappropriate comments, intimidation, unwanted messages, lurking, sexual assault, rape, and the display or production of sexual images. This behavior can also occur online, for example, through sexting, online shaming, sexual exploitation, sharing sexual images without consent, revenge porn, and grooming.

In cases of transgressive behavior, the power dynamics between those involved can play a role. In certain roles, a position of power exists, such as an older youth member as team leader versus a younger youth member in the team, or a chairman versus leader. We always consider the situation and the relationship with the other person. The member in the position of power maintains boundaries and acts with integrity.

### Interactions and relationships

We do not intrude further into the private lives of others than necessary to properly perform our duties. We are aware of and consider power dynamics. Inappropriate behavior in a role may include: asking unnecessary questions about private matters, making personal dates, seeking contact outside Scouting (both online and offline), or inviting youth members to their homes as leaders.

Each member ensures that online interactions are safe. Members do not share inappropriate information, photos, or videos of, with, or about each other. They always know who sees the information and handle it appropriately. Jokes, photos, or comments that are "appropriate" for peers may not be appropriate for younger members.

Sometimes we have contact outside of Scouting, for example, because we have a family connection or are classmates. This Code of Conduct doesn't address these contacts, but it's important that we keep our roles within Scouting and outside of it clearly separated.

## Events and activities

At camps and events, we spend extended periods of time together. This can be stressful for (youth) members. Therefore, we pay extra attention to safety, well-being, and social safety within the group. We act appropriately for the (youth) member's developmental stage. We respect the privacy of (youth) members in dormitories, tents, changing rooms, and showers.

The traditional hazing or camp initiation rituals are no longer appropriate within Scouting. Scouting is, of course, about getting to know others and pushing your boundaries, but children should never be afraid of it, feel embarrassed, or suffer mental or physical harm as a result. We choose positive traditions, such as welcome ceremonies. We always prioritize the safety and health of our (youth) members.

## Business integrity

Business integrity means performing our duties properly and carefully, taking into account the responsibilities and tasks associated with the position and the organization's applicable norms and values. We handle the resources available to us through our role honestly and carefully. Examples of resources include finances, buildings, materials, or data.

We respect democratic processes and act accordingly.

We are aware of potential conflicts of interest and their consequences. These include, for example, dual roles, family ties, and holding the same position for extended periods. We take appropriate steps to prevent negative influence or cronyism.

## Gifts and other compensation

When giving and receiving gifts in relation to Scouting, we ensure that this does not influence our actions and/or decisions.

<sup>1</sup> We use the "we" form. By "we," we mean all members of Scouting Nederland. This includes everyone who is a member of Scouting Nederland and people who are otherwise connected to Scouting.

<sup>2</sup> This concerns the management of the organizational unit where the behavior took place.