



Regulations against racism and discrimination

Every participant and employee must feel safe during the activities of Stichting Queertopia. That is why we do not tolerate any form of discrimination and racism. Stichting Queertopia conducts a policy aimed at preventing discrimination and racism during working hours and our activities. Rules of conduct are discussed with professionals and participants. It also explains and discusses what discrimination and racism can mean for different people.

When any form of discrimination and racism does occur, this is handled with great care.

1. Definitions

1.1

Discrimination is any act or practice that results in people being discriminated against on the basis of ethnic origin, religion, socio-economic environment, skin colour, belief, cultural background, gender, sexual preference or physical appearance.

1.2

Racism is any theory, ideology, attitude or act in which (whether or not) imaginary physical and/or ethnic differences serve as a starting point to limit (groups of) people in their right to equality.

1.3

The **confidential counselor** is the person within the Queertopia Foundation who can contact you if you experience or suspect sexual intimidation.

2. Rules

2.1

No form of racism or discrimination will be tolerated.

2.2

When a participant, employee or volunteer indicates that he or she feels uncomfortable with the behavior of another participant, employee or volunteer, this limit is ruling.

2.3

Talk to each other, ask an independent third party if necessary.

3. How to act if the rules are violated

If you are a victim of sexual harassment or report sexual harassment, you need to take action. What can you do?

3.1

Address the person concerned about their behavior.

3.2

Bring in an independent third party and enter into discussions with each other.

3.3.



Inform the confidential counselor of Stichting Queertopia or the other professionals present at that time.

3.4

Submit an official complaint to the association board or confidant of Stichting Queertopia.

3.5

Making use of or pointing out to the victim [Meldpunt Discriminatie Amsterdam](#), [Argan](#), or [COC](#).

4. Confidential counselor

4.1

Stichting Queertopia always has at least 1 confidential advisor. You can always contact us here. What you discuss here remains between you and the confidential adviser. Together you decide what action to take.

4.2

If you do not feel safe with this person, speak to another professional from Stichting Queertopia, then contact one of the above organizations or someone from your own environment.

4.3

The confidential counselor can hear both parties to the complaint. Both the reporter and the person the report is about. The confidential counselor will not make both parties known to each other and will decide what the best action will be.

4.4

The confidential counselor informs the board of Stichting Queertopia at least once a year about the number and nature of reports and/or complaints submitted. This allows the foundation to adjust its policy to achieve a safer sports climate for everyone.

4.5

The confidential counselor does not provide any information about the reporter to others, unless with his/her explicit permission. The confidential counselor is obliged to maintain secrecy with regard to information that comes to their knowledge in connection with his work as a confidential advisor. This obligation does not apply to the board of the foundation insofar as necessary.

4.6

If the confidential counselor cannot find a solution, the foundation board may be called in, or the confidential counselor contacts a professional and specialized body.

5. Consequences of non-compliance with the regulations against racism and discrimination

5.1

In the event of a violation or violation of rules, we will discuss this and measures will be taken if necessary.

5.2

Repeated violations of the rules will lead to consequences such as being placed on hold or terminating the employment contract.

5.3

If necessary, a report is made or a report is made to the police.

6. Final provision

6.1

The foundation board ensures that an up-to-date copy of this code of conduct is available.

6.2

This regulation is accompanied by an annually updated appendix with the names of the secretary of the foundation board and the confidential adviser.

6.3



Proposed changes will be submitted to the foundation board for approval.

