



Sexual Harassment and Social Safety Regulations

Sports can be physical and involve physical touch. During exercise we are busy with our body. Every participant and employee must feel safe during the activities of Stichting Queertopia. That is why we do not tolerate any form of sexual harassment or social insecurity. Stichting Queertopia pursues a policy aimed at preventing sexual harassment during working hours and during our activities. Rules are discussed with professionals and participants. It also explains and discusses what transgressive behavior can mean. If any form of sexual intimidation or social insecurity does occur, this is handled with great care.

1. Definitions

1.1

Sexual harassment is any form of sexual advances or behavior that is perceived as unwanted or coerced by the person undergoing it. This is sexual advances or conduct in a verbal, non-verbal or physical sense, whether intentional or unintentional. Unambiguous, punishable forms of sexual abuse, such as assault and rape, also fall under sexual harassment. Such forms of sexual harassment often start with harmless forms of harassment.

1.2

Social safety is feeling protected against (threat of) danger. This applies to all groups within Stichting Queertopia; between employees, between participants, between volunteers and between these different groups. Cross-border behavior can take all kinds of forms, such as aggression and violence, sexual intimidation, discrimination, gay intimidation and bullying.

1.3

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

2. Regels

2.1

No form of sexual harassment is 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 and/or social insecurity or identify sexual harassment and/or social insecurity or experience or identify social insecurity, you must take action.

What can you do?

3.1

De betreffende persoon op diens gedrag aanspreken.

3.2

Address the person concerned about their behavior.

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

Victims can contact [Centrum Seksueel Geweld](#), [Centrum Veilige Sport Nederland](#), [Help Wanted](#) or [Black Pride](#).

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 sexual harassment and social safety regulations

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.