



Vereniging Nederlandse Organisaties Vrijwilligerswerk

## Code of conduct for voluntary staff

Many of the limits of the contact between volunteers and the under-age participants in projects of Art Zuid are not unambiguous. One child wants to sit on your lap when seeking comfort, another child needs a gentle touch on the head or shoulder and yet another does not like to be touched. In such cases precise limits that apply to all children in all situations can never be agreed upon: and that is just as well because for many children closeness and physical contact is a necessary condition of being able to grow and develop. However there is one very clear and definite limit and that is sexual acts and contact between (young) adult volunteers and under-age children who come to us is in no way permissible!

For this reason we Stichting Art Zuid have drawn up a code of conduct for all our (voluntary) members of staff. This code of conduct consists of two parts - rules that contribute to an open, transparent and safe environment for children and volunteers and the description of behaviour that breaches the sexual limits that are the starting point of the disciplinary and sanctions policy of the organisation. When you come to work for us as a volunteer, intern or salaried member of staff we ask you to sign this code of conduct, whereby you declare that you know the code of conduct and will act according to it.

### *The code of conduct for voluntary staff.*

1. The mentor must ensure an environment and atmosphere in which under-age children feel safe and respected.
2. The mentor refrains from treating the children in a manner that is detrimental to their dignity.
3. The mentor does not get involved with the private life of under-age children more than is necessary to function properly.
4. The mentor refrains from any form of sexual approach and abuse of under-age children. All sexual behaviour, contact and relations between supervisor and children under the age of 16 are in no circumstances permissible and are regarded as behaviour breaching sexual limits.
5. The mentor may not touch a child in such a way that this contact might reasonably be expected to be experienced as sexual or erotic.
6. During training days, camps, journeys, trips and such like the mentor shall be restrained in behaviour and deal with children and the areas in which they are, such as changing rooms and hotel rooms, with respect
7. The mentor has the duty, to the best of his or her ability, to protect under-age children from unequal treatment and sexual behaviour that goes beyond the limits and shall actively supervise conform to the code of conduct by all who are involved with children.
8. If the mentor notices behaviour that is not in accordance with this code of conduct and he or she suspects sexually inappropriate behaviour, the mentor is obliged to report this to the person designated by the management to deal with such cases.
9. The mentor neither gives nor accepts any reward, material or immaterial, that is not reasonable.
10. In cases which the code of conduct does not (directly) provide or in doubt as to the permissibility of particular behaviour it is the responsibility of the mentor to act in the spirit of the code of conduct and if necessary to get in touch with the person designated by the board of the organisation.

### *Definition of sexually inappropriate behaviour with under-age children and the sanction policy*

The following is regarded as sexually inappropriate behaviour with under-age children – all practices of sexual behaviour or sexual approach as well as in a spoken or non-spoken and physical sense, deliberate or not, that can be experienced as undesirable or forced by the



applicant; and/or takes place within an unequal or dominant relationship (adult-child, aid-worker – client, teacher-student, trainer-pupil, management-youth member and so forth); and/or other actions or behaviour that are punishable according to the Criminal Code.

Behaviour pursuant the definition above is named sexually inappropriate behaviour with under-age children can result in disciplinary proceedings followed by sanctions. The sanctions consist registration on a blacklist for a shorter or longer period of time. Volunteer organisations consulting this list do not allow a volunteer on the blacklist to work with the children in the organisation.

Inappropriate sexual behaviour with under-age children that concerning to the board comes under the Criminal Code shall be reported to the police /judicial authorities.

The code of conduct has been determined in January 2021 by Stichting Art Zuid.

Signature volunteer

Signature Stichting Art Zuid