

Scouting Netherlands Code of Conduct



Scouting Nederland wants to be a safe place for (youth) members, volunteers and other stakeholders, both online and offline. In this code of conduct you will read how we¹ at Scouting Nederland deal with each other and collaborate. Everyone must be able to trust that we respect each other.

We protect all our members from unwanted and cross-border conduct and ensure that we comply with the Code of Conduct. We are ambassadors of Scouting Netherlands and we adhere to the Scouting Act:

"A scout, together with others, goes out to discover the world and make it more liveable.

A scout is honest, friendly and persevering.

A scout is faithful, value-conscious and takes good care of nature.

A scout is helpful and respects itself and others."

The Code of Conduct supplements the Dutch law and is part of the Scouting Nederland (HHR) rules of procedure. This Code of Conduct applies to all of our activities, events and all parts of our organization, including the group, region, admiralty, and country organization.

This code of conduct applies at all times, including abroad. In addition, we comply with applicable laws and regulations when conducting activities/events abroad.

Together, we look for signs that may indicate a violation of the Code of Conduct. We do not allow undesirable forms of behaviour and cross-border behaviour. Do we see or experience undesirable or cross-border behavior? Then we talk to each other or call for help. This will ensure the safety of all concerned. In the case of cross-border behaviour, we also report to the government². The board then starts the protocol on cross-border behaviour.

Is this a situation that is not directly provided for in the Code of Conduct? Or is there any doubt about (cross-border) behaviour? Then we act in the spirit of the code of conduct and consult with a fellow member, confidant and/or government².

Below, we describe the principles of this Code of Conduct, with an explanation. These principles are based on two components: Social security and business integrity (how we work together in a fair manner).

Principles of the Code of Conduct:

1. We respect every member.
2. We contribute to a secure environment, both offline and online, without unwanted and cross-border behavior.
3. We put the social security and well-being of all Members first.
4. We monitor our own borders and respect the boundaries others indicate.
5. We respect the privacy of all members and their personal space.
6. We do not penetrate the private lives of others beyond what is necessary to perform our function properly and are aware of the balance of power.
7. We adhere to the Scouting Act and the rules set out in the Code of Conduct and the Rules of Procedure.
8. We are aware of potential conflicts of interest and their consequences.
9. We follow the position of drugs, alcohol and smoking of Scouting Netherlands.

Social security

Inclusion

Everyone at Scouting needs to feel safe and be themselves. We do not discriminate in faith, belief, political preference, race, gender, nationality, sexual orientation, cultural background, disability, age or physical characteristics.

Boundaries

Limits vary by person and situation. We monitor our own borders and respect the personal boundaries others indicate. This requires sensitivity, constant reflection and an open dialogue.

The use of alcohol and/or substances can influence the declaration and respect of (own) borders and can more easily lead to cross-border behaviour.

We always ask for permission before making (intimate) physical contact. If we doubt, we ask the other. Anyone may change or revoke permission in the meantime.

Definition of cross-border behaviour

Cross-border behaviour is behaviour (or its statements) that is not acceptable to the recipient, regardless of the intent behind this behaviour. This behaviour can cause physical, mental, or emotional damage.

The behaviour can occur either offline or online. Examples include discrimination, bullying, exclusion, violence, sexual cross-border behaviour, failed jokes, abuse of power, harassment, stalking, destruction of property and violations of law.

Sexual cross-border conduct is verbal, non-verbal, or physical conduct with a sexual undertone that intentionally or unintentionally damages a person's dignity or integrity. Examples may include unwanted and/or inappropriate touches, ambiguous comments, harassment, unwanted messages, sexual assault, rape and the display or making of sexual images. This behaviour can also occur online, for example through sexting, online shaming, sexual exploitation, unauthorized sharing of sexual images, revenge pornography and grooming.

In cross-border behaviour, the relationship of power between the parties concerned can play a role. In certain positions there is a dominant position, such as an older youth member as a team leader compared to a younger youth member in the team, or a chairman relative to management. We always take into account the situation and the relationship with the other person. The dominant member guards the borders and treats them with integrity.

How to interact with each other and relationships

We do not penetrate the private lives of others beyond what is necessary to perform our function properly. We are aware of this and take account of power relations. Inappropriate behaviour in a job can include asking unnecessary questions about personal affairs, making personal dates, finding contact outside of Scouting (online and offline), as a leader inviting youth members home.

Each member ensures that online contacts are secure. Members do not share inappropriate information, pictures, or videos from, with, or over each other. They always know who will see the information and deal with it appropriately. Jokes, photographs, or comments that are "appropriate" for peers may not be suitable for younger participants.

Sometimes we have contact outside of Scouting, for example because we have a family connection, or are classmates. This Code of Conduct does not focus on these contacts, but it is important that we keep our position at Scouting and beyond clearly separate.

Events and activities

At camps and events, we are together for a long time. That can be exciting for (youth) members. We therefore pay extra attention to safety, well-being and social security within the group. We act accordingly in the development phase of the (youth) member. We respect the privacy of (youth) members in dorms, tents, changing rooms and showers.

The traditional way of grooming or a camp baptism are no longer appropriate within Scouting. Scouting, of course, is about getting to know and pushing your limits, but children should never be afraid of it, feel like they are being made a fool or suffer mental or bodily harm. We opt for positive traditions, such as welcome ceremonies. We always put the safety and health of (youth) members first.

Business integrity

Business Integrity means that we perform our job well and with care, taking into account the responsibilities and tasks associated with the job and the applicable values and standards of the organization. We are honest and careful with the resources available to us from our position. Examples of resources include finance, building, material, or data.

We respect and act on democratic processes.

We are aware of potential conflicts of interest and their consequences. Think of double functions, family ties and long-term performance of the same function. We take appropriate steps to prevent negative influence or nepotism.

Gifts and other allowances

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

¹ We speak in our form. By us we mean all members of Scouting Netherlands. By this means, everyone who is a member of Scouting Nederland and persons who are otherwise affiliated with Scouting.

² This concerns the governance of the organizational unit where the conduct took place.