

## Sexual Harassment Protocol

In this document we as Krav Maga The Hague have laid down how we can stimulate desired behavior and avoid risk situations trying to prevent sexual harassment within the club. Then it will be treated how we deal with situations in which this does happen or threatens to happen. Finally will it will be worked out what sanctions are possible if a situation does not lead to a solution coming.

### 1. Promoting Desired Intercourse

It is very important that all members feel safe in their sports environment. This includes that they should not feel sexually harassed. To minimize the risk of this, we have drawn up a number of rules of conduct. These rules can be found below.

1. I accept and respect the other as he is and do not discriminate. Everyone counts along within the club.
2. I take into account the boundaries set by the other.
3. I don't bother the other person.
4. I do not harm the other.
5. I do not abuse my dominant position in any way.
6. I don't swear or make mean jokes or comments about others.
7. I don't ignore the other.
8. I do not participate in bullying, laughing or gossiping.
9. I don't fight, I don't use violence, I don't threaten the other, I don't take weapons with you.
10. I don't get too close unintentionally and don't touch the other person against his or her will.
11. I do not give the other unwanted sexual attention.
12. I don't ask inappropriate questions or make unwanted comments about one's personal life or appearance.
13. If someone hinders or harasses me, I ask him/her to stop doing this.  
If that doesn't help, I'll ask someone else for help.
14. I help others to keep these agreements too and speak to those who

does not adhere to this and, if necessary, report this to Bart van de Wiel (owner) or Merel Overkleef (confidant: mereloverkleeft@casema.nl)

These rules can also be found [www.kravmaga-den Haag.nl](http://www.kravmaga-den Haag.nl)

This includes both a job description and contact details. On

members but also to trainers/coaches and to

parents/guardians are asked to report undesirable behavior to the VCP when

they encounter or suspect this.

escorts

In addition to the general rules of contact, we also apply additional rules for trainers,

coaches and others who play an active role around the young members (hereinafter:

"supervisors"). It concerns the following rules:

1. The facilitator must provide an environment and atmosphere in which the member can feel safe.

2. The facilitator refrains from treating the members in a way that affects the member's dignity, and from penetrating further into the private life of the member than is necessary in the context of sports practice.

3. The supervisor refrains from any form of (power) abuse or Sexual

Intimidation of members.

4. Sexual acts and sexual relations between the supervisor and the young person

Members up to the age of 18 are not permitted under any circumstances and are considered

as sexual abuse.

5. The attendant may not touch the member in such a way that the member

and/or the attendant reasonably expects this touching to be sexual or

erotic in nature.

6. The supervisor refrains from (verbal) sexual intimacies through which

any means of communication.

7. During training (internships) and travel, the supervisor will make reservations and

treat the member with respect and the space in which he or she is located,

such as the dressing room or the hotel room.

8. The supervisor has the duty - insofar as it is in his power - to

protect against damage and (power) abuse as a result of Sexual

harassment. Where it is known or arranged who represents the interests of the (youth) members, the supervisor is obliged to consult with these persons or bodies

work together so that they can do their job well.

9. The supervisor will not give the member any (in)tangible compensation with the apparent intent to demand compensation. The supervisor also does not accept financial reward or gifts from the member disproportionately up to the usual or agreed fee.

10. The supervisor will actively ensure that these rules are observed by everyone involved with the members. If the supervisor detects behavior that is not in accordance with these rules of conduct, he will take necessary action(s).

11. In those cases for which these rules do not (directly) provide, it is within the scope of It is the responsibility of the supervisor to act in the spirit of this.

We also require all supervisors to have a Certificate of Good Conduct (VOG).

can consult and we check via the JBN whether they are included in the registration system for perpetrators of Sexual Harassment.

## 2. Resolving Sexual Harassment Situations

If a situation arises where a member nevertheless feels sexually harassed, please contact the confidential contact person (VCP) of our club. This one is too reach via [mereloverkleef@gmail.com](mailto:mereloverkleef@gmail.com) This person is designated to assess such diverse situations and implement the associated procedures start and guide.

## 3. Sanctions

Some of the sanctions are external to the club, such as a prosecution for violation of articles of the Criminal Code.

However, internal sanctions can be imposed by Bart vd Wiel (owner) after consultation with the VCP. be imposed.