

Code of Conduct for Volunteers

Volunteers are indispensable in making the sporting events of Sportworx happen. Without you, it is impossible to carry out these events in all their facets. It is thanks to your contributions that we are able to organize events. For this, we, and the many athletes and your fellow volunteers, are very grateful!

The Volunteer Code

To ensure the smoothest possible cooperation among us, we aim to foster a clear, enjoyable, and positive volunteering environment. Clear agreements are necessary for this, so that now and in the future, we know how to maintain and enhance the image of our sports and the motivation of dedicated volunteers like you.

The DNA of Sportworx

Key conditions for achieving success as an athlete within the sports world are acceptance and tolerance. You can't disregard anyone, and communication is crucial. Teamwork is thus the critical factor for success. The same qualities required for athletes to succeed are also applicable for volunteers to function successfully within Sportworx. Specifically, this involves:

- Taking responsibility for your role
- Staying within your role and respecting the roles of others
- Acting in accordance with (inter)national rules, codes of conduct, guidelines, and policies
- Talking to people rather than about them
- Offering feedback so others can learn from it
- Treating others as you would like to be treated
- Not casting Sportworx and its events in a negative light: after all, we're all working towards the same goal!

United for the Same Goal

If there's anywhere you learn to collaborate effectively, it's in sports. After all, in the world of sports, you achieve nothing alone. This also applies to the events of Sportworx. Therefore, we must always engage in dialogue about the path we are taking. These discussions, bringing various perspectives to the table, are necessary to achieve our common goal. We are eager to hear about the ideas, solutions, and possibilities you see.

Positive Communication

The way we communicate with each other impacts the atmosphere during events. When all involved communicate respectfully with one another, it positively affects the entire event. You play a crucial role in this.

- You are part of our team, so express yourself positively about the sport and the people you work with.
- Communicate in a correct and respectful manner to and about each other during and after your role.
- Be mindful of your language and remember that you serve as a role model during the event.
- Ensure that queries, complaints, and comments are directed to the appropriate person.

Rules of the Game

To facilitate smooth cooperation, we need to establish some rules. This is to prevent misunderstandings or communication issues:

- Like any organization based in the Netherlands, Sportworx is bound by laws and regulations. Thus, we adhere to fiscal rules regarding (expense) compensations for volunteers.
- Voluntary commitment is not without obligation. If you sign up for a role or task, you are committing to perform it as well as possible. If you wish to discontinue your role or task, please inform us in advance so as to not disadvantage the organization, athletes, and other volunteers. If you wish to withdraw from a role or task, you can do so by sending an email to vrijwilligers@sportworx.nl.
- As a volunteer at Sportworx, you fall under the statutes and regulations of the organization, and you will be held accountable if you act contrary to them.
- As a Sportworx volunteer, you are part of Sportworx's work organization. One of our employees will be your point of contact. If there's a problem or if you have a complaint, raise it with the relevant employee to find a solution together.
- Do not post confidential or unreleased information on the internet or social media, and do not share it with third parties. In case of doubt, always contact your designated contact person first.

In Conclusion

If you have any questions or comments regarding this code of conduct or ideas about our volunteer policy, please contact vrijwilligers@sportworx.nl. If you wish to get in touch with our confidential contact person, Mr. A. van den Hee, send an email to anton@sportworx.nl.