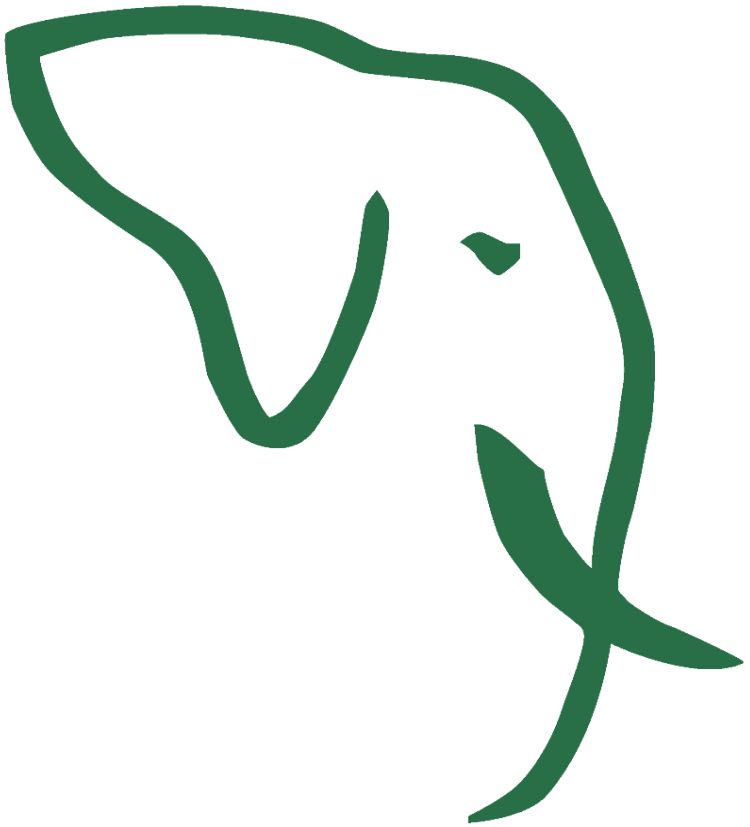
E.S.R.C. THE Elephants



Code of conduct

02-10-2026

Supplement to the HR

This code of conduct is available in both English and Dutch. In case of a difference between the interpretations between the versions, the Dutch version is leading.

1 Introduction

The vision of Eindhoven Student Rugby Club THE Elephants (hereinafter referred to as The Elephants) regarding social safety within the association is as follows:

"*We want to be an association where everyone can play sports safely and enjoyably. An association where everyone feels safe to develop both within the sport and on a social level, off the rugby field. There is therefore no place for transgressive behavior within our association. We strive for an open culture so that we dare to address each other if someone behaves in a transgressive way. And if something does go wrong, we know how to act. We want everyone within the association to know about our vision on social safety, and to adapt to it.*"

This Code of Conduct has been drawn up to provide a clear framework for the vision of the Elephants, in which rules regarding behavior and appropriate follow-up actions are explained. Compliance with these rules of conduct is mandatory for all members, and we also expect visitors and spectators to respect the rules of conduct. It is crucial that we hold each other accountable for compliance, and the board reserves the right to take action in the event of violation.

Maintaining good manners forms the basis for our behavior. We call on all members to take responsibility for their behavior and to contribute to a pleasant and respectful atmosphere during the activities of our association.

2 General

1. This code of conduct applies to everyone who is present at activities related to The Elephants.
    a. This concerns members, volunteers, fellow athletes (including opponents), trainers, coaches, referees, spectators and third parties.
    b. This also applies to people who are in the canteen or on the grounds at the time that the members of The Elephants are responsible for the canteen or the grounds. This also applies to people who are present at an activity organized by The Elephants at an external location.
    c. This is not limited to members coming together in person, the code of conduct also applies to members as soon as they connect to The Elephants online (for example messages on the website, The Elephants or team groups on WhatsApp or on social media using the name and/or logo of The Elephants).

2. All members, including trainers and volunteers, must be familiar with the rules of conduct. We are jointly responsible for disseminating the rules.
    a. Since the 2026-2027 season, all members have agreed and since then, new members must agree to the code of conduct when registering.

3. The board and the trainers bear an important responsibility and have an exemplary function, but everyone within the association must adhere to the agreements made in this document and take an active role in enforcing them.
    a. Members have a reporting responsibility to the board, see chapter 4.
    b. The board is entitled to take sanctions, see chapter 5.
4. If you have any questions or do not agree with this code of conduct, you can contact the board. Contact details can be found on the website[1].

3 Rules

The rules of conduct are divided into 3.1 Existing (external) rules of conduct, 3.2 House rules that apply in the canteen of sports park de Vijfkamp 3.3 Rules of conduct, which have been drawn up specifically for the persons defined in 2.1.

3.1 Existing (external) rules of conduct

1. Guidelines have already been drawn up by 'Rugby Nederland'[2], Eindhoven University of Technology[3] and Fontys[4]. The members of The Elephants are also covered by this, this code of conduct is an addition to this.
2. The NOC*NSF has drawn up codes of conduct for the sports sector. These rules are expected to be followed.
    a. Trainer responsibility and neutrality[5]
    b. Referee responsibility and neutrality[6]
    c. Athletes' honesty and respect[7]

3.2 Supplement House Rules

In the canteen, attendees are expected to adhere to the house rules of rugby club Eindhoven (RCE) and those of the Elephants, namely:

1. Inclusive canteen: we welcome all visitors and make sure everyone feels safe and welcome.
2. Nix < 18: no alcohol is served, nor sold, to people under the age of 18. It is also not allowed for visitors to give alcohol to young people.
3. The board and the bar volunteers on duty have the responsibility not to provide a member with alcohol in case of excessive alcohol consumption.
4. Smoking ban: it is not allowed to smoke and vape on the entire grounds of The Elephants
5. No own consumptions: it is not allowed to eat/drink your own drinks in the canteen, provided permission is given by the board and RCE.
6. Paying for refreshments: it is not allowed to go home without paying.
7. No glassware outside: it is not allowed to take glassware outside; Plastic hard cups are available for this. These must be returned to the canteen after use.
8. Return of empty cups and glassware: the empty cups, glasses and bottles must be returned to the bar upon departure.

[1] https://www.elephants.nl/nl/bestuur/
[2] https://rugby.nl/rugby/beginnen-met-rugby/gedragscode/
[3] https://www.tue.nl/en/our-university/about-the-university/integrity-and-social-safety
[4] https://www.fontys.nl/Over-Fontys/Meldpunt-integriteit.htm
[5] https://centrumveiligesport.nl/gedragscode-voor-trainerscoaches-en-begeleiders
[6] https://centrumveiligesport.nl/gedragscode-voor-scheidsrechters-en-officials
[7] https://centrumveiligesport.nl/gedragscodes-voor-sporters

3.3 Rules of conduct

The rules of conduct are split into 1. general rules, 2. dealing with referees, 3. rules specifically for spectators and 4. use stimulants.

1. First of all, a number of general rules about treating other individuals and property. Everyone has different personal boundaries. Therefore, treat others and their property with respect. Keep in mind that your words or actions may affect someone else differently than you intend. Think before you act or speak and make sure everyone can feel safe and comfortable.
    a. We always act in a sportsmanlike and respectful manner, even if others may behave less sportsmanlike or respectful.
    b. Every individual is valued within our association. We accept and respect others as they are and avoid any form of discrimination.
    c. We do not cause damage to others, including property of others, The Elephants or other associations. Moreover, theft is strictly prohibited.
    d. We do not put (peer) pressure on the other person to perform actions against their will.
    e. We do not abuse our (power) position in any way, such as a board member, committee member or trainer.
    f. We don't participate in bullying, humiliating or ridiculing others and we don't exclude anyone.
    g. We don't fight, we don't act aggressively, we don't use violence or threatening.
    h. We respect each other's personal space and do not touch others inappropriately.
    i. We don't ask inappropriate questions or make unwanted comments about someone's personal life or appearance. We do not give unwanted sexual attention to others and refrain from transgressive behavior.
    j. We support others in complying with these agreements and address those who do not comply with them.
    k. In dressing rooms or during the third half rituals, we do not take unsolicited photos and videos of each other.
2. Within the association, each member is responsible for his behavior towards the referee (referees and linesmen). All The Elephants members are expected to work to uphold the reputation of the association.
    a. We always show respect for the referees, which means that we accept their decisions without resistance, even if we may disagree with those decisions.
3. Spectators who behave in a sportsmanlike manner contribute to the pleasant atmosphere within the Elephants. We expect all visitors to our matches:
    a. To refrain from using abusive language and insulting or harassing players, trainers, referees and other spectators, and to behave respectfully towards all.
    b. Careful handling of property of the association and others.
    c. Prevent and disapprove of any form of violence.
    d. Respect and accept the referee's decisions.
    e. Calling others to account for their behavior if they do not adhere to the rules of conduct.
4. There are a number of rules attached to the use of stimulants (such as alcohol, tobacco and drugs):
    a. It is not allowed to smoke on the entire grounds of The Elephants. To smoke, you have to leave the site.
    b. Alcohol consumption is allowed, but drink in moderation. Alcohol can increase the risk of inappropriate behavior.
    c. It is not allowed to use drugs on the entire grounds of The Elephants and on activities related to The Elephants.
    d. Realize that the use of stimulants can set a negative example and damage the image of the association or sport. In addition, it can be harmful to yourself and/or bystanders.

4 Contact

1. There are a number of confidential contact persons (CCPs) available within the association for advice and support. The CCPs are trained to act neutrally and confidentially. They offer a listening ear and can explain what follow-up steps are possible or refer you to appropriate help.
    a. The current contact details of our CCPs can be found on the website[8].
    b. An anonymous report can be submitted via the website. This report will be sent directly to the board. If necessary, the board can call in appropriate bodies for advice or support.
    c. The CCP reports anonymously to the board annually on the number of conversations held, general trends, developments and possible risks within the association, and proposes improvements where necessary.
2. If you have any questions or do not agree with this code of conduct, you can contact the board. Contact details can be found on the website of The Elephants[9].
    a. Changes to the code of conduct will only be approved during a GMM.
3. Trainer-coaches and supervisors have a duty to report (suspected) sexual harassment and abuse.
4. Members have a responsibility to report (suspicions or signals of) (sexual) intimidation to the board, the reporting point of the sports association or 'Centrum Veilige Sport Nederland' (CVSN).
    a. Are you not safe in a situation, or is something going against your own values and norms? Then discuss this with a friend, trainer/coach, (external) CCP, board or contact the hotline of the sports federation or CVSN.

[8] https://www.elephants.nl/confidential-contact-person/
[9] https://www.elephants.nl/nl/bestuur/

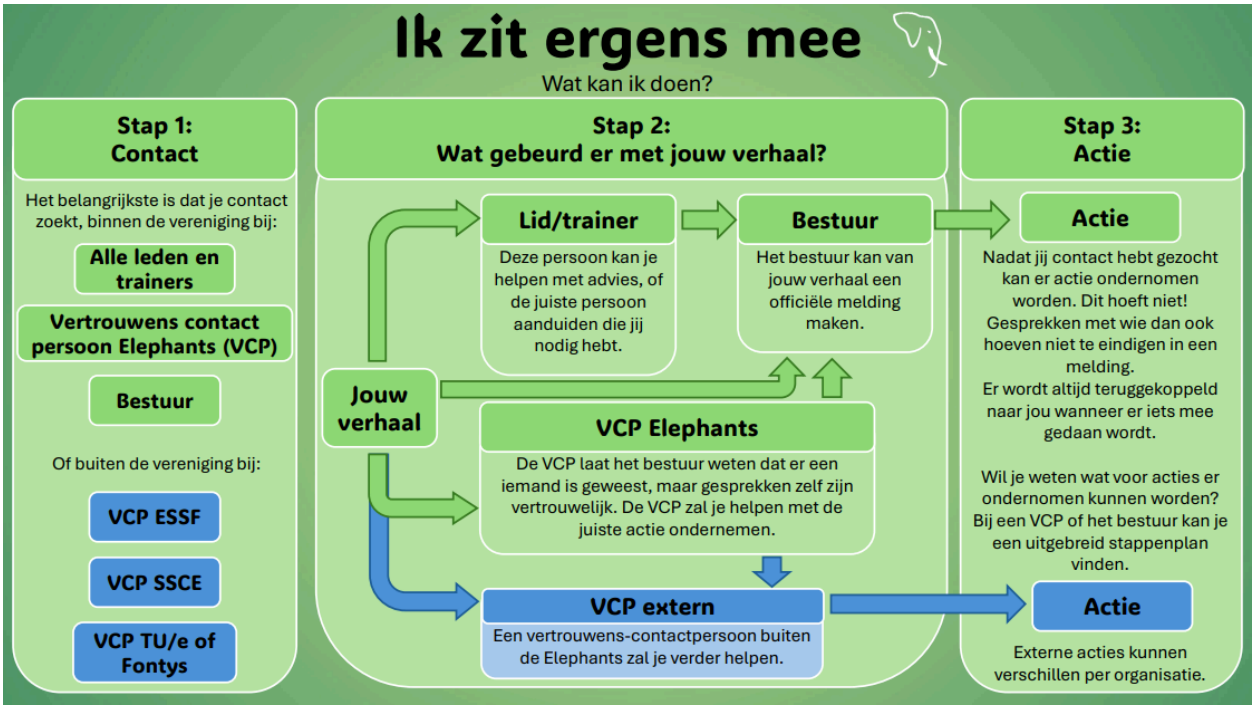
5 Sanctions

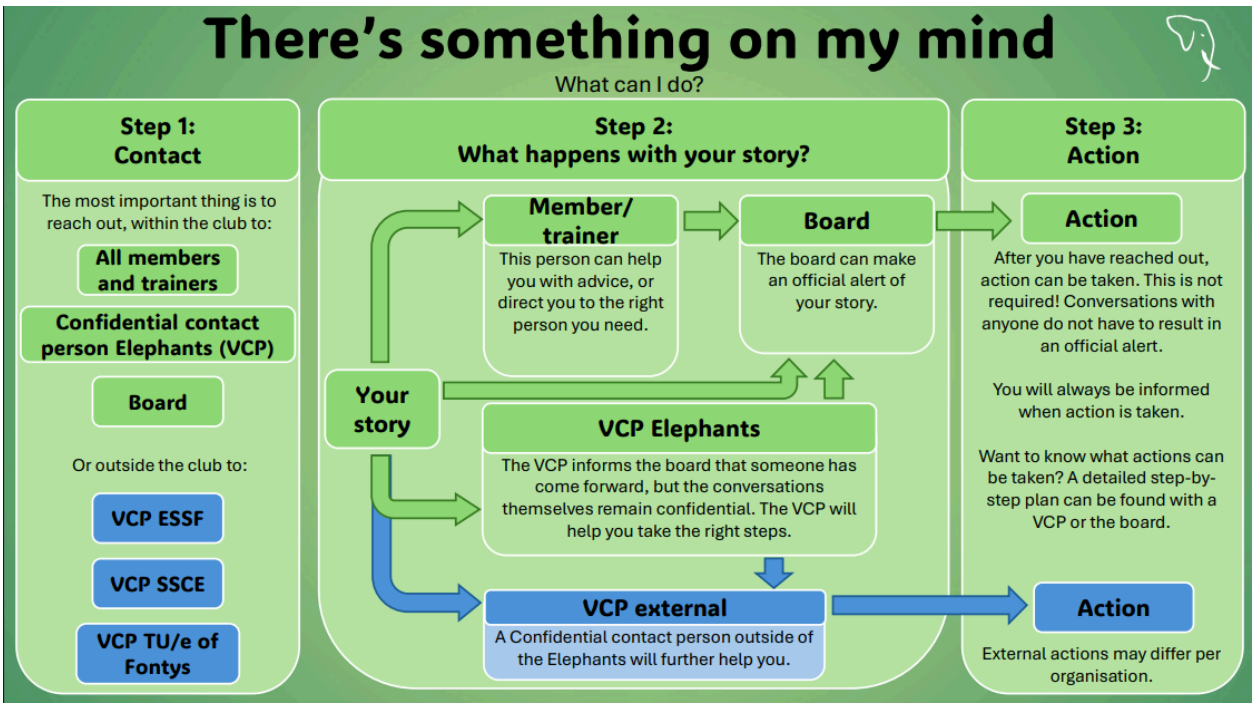
1. An incident or misconduct can be reported to the board. Everyone has the opportunity to report an incident, regardless of whether you are a member, player, team supervisor, referee or spectator. Even if you were not involved in the situation. In case of immediate danger/threat, contact the police.
2. In the event of misconduct or when a member violates the code of conduct, the board can impose proportional sanctions. All measures must be in line with the statutes of The Elephants. When determining an appropriate sanction, the board always asks for advice from an expert body, such as the CVSN. Examples of possible penalties include:
    a. Official warning (reprimand).
    b. Suspension.
    c. Disqualification from the association.
    d. Exclusion from participation in competitions, activities related to The Elephants, both for a certain period of time and for a specific number of competitions as stipulated in the penalty.
    e. Denial of the right to exercise certain functions within the association for a certain period of time.
3. In the event of inappropriate behaviour before, during and after the match, the following action will be taken:
    a. The player can be punished according to the rules of the association according to their behavior.
    b. Everyone has the right to address each other about inappropriate behavior and also to report the behavior to the board.
    c. The referees have the following powers:
        i. They can call the captains to account for inappropriate behavior of spectators. It is then the task of the captains to address the spectators involved, with possible support from board members.
        ii. If inappropriate behaviour continues, the referees have the right to ask the spectator to leave the grounds. If necessary, they can call in the board of the home team to ask the spectator to leave.
        iii. Referees reserve the right to stop the match at any time.
        iv. Undesirable behaviour must be reported on the match sheet.
        v. In the event of undesirable behaviour, they must submit a report to the NRB, which can lead to penalties for the team in question by the NRB disciplinary committee.
    d. The Board has the power to impose sanctions according to Chapter 5, Section 2. This can be regarding activities organized by the association, but also with regard to participation in competitions.
    e. If a discussion continues after the match, the usual manners described earlier must be respected.
4. In the event of inappropriate behaviour with regard to alcohol, tobacco and drugs, the following action can be taken:
    a. Talk to the person concerned about their behavior. Also keep the safety of the person in mind and consider whether it is wise for the person to be taken home. Make sure you always pay attention to your own safety.
    b. Inform a board member. They can address the person in question and take appropriate action if necessary, such as requesting them to leave the location or imposing other sanctions.
    c. It is not allowed to use drugs on the entire grounds of The Elephants and on activities related to The Elephants
5. The board will try to find appropriate follow-up steps within a month of the report.

6. In the event that the board does not behave properly, the Eindhoven Student Sports Federation (ESSF) or Student Sports Center Eindhoven (SSCE) can support in assessing the situation and possibly imposing sanctions. Members can also contact the CCPs of the ESSF[10] or other organizations for support. For advice from an external organization, members can contact the CVSN.
7. In the event that there is a need for an independent investigation, a report can be made to the 'Instituut Sport Rechtspraak' (ISR).[11] Since the SSCE and 'Rugby Nederland' are affiliated with the ISR, the ISR can impose sanctions in the event of a violation. The sanctions apply to both SSCE membership and membership in the sports association.

[10] https://essf.nl/en/about/confidentiality-contact-point
[11] https://www.isr.nl/

Appendix


Ik zit ergens mee
Wat kan ik doen?
Stap 1:
Contact
Het belangrijkste is dat je contact zoekt, binnen de vereniging bij:
Alle leden en trainers
Vertrouwens contact persoon Elephants (VCP)
Bestuur
Of buiten de vereniging bij:
VCP ESSF
VCP SSCE
VCP TU/e of Fontys
Stap 2:
Wat gebeurd er met jouw verhaal?
Jouw verhaal
Lid/trainer
Deze persoon kan je helpen met advies, of de juiste persoon aanduiden die jij nodig hebt.
Bestuur
Het bestuur kan van jouw verhaal een officiële melding maken.
VCP Elephants
De VCP laat het bestuur weten dat er een iemand is geweest, maar gesprekken zelf zijn vertrouwelijk. De VCP zal je helpen met de juiste actie ondernemen.
VCP extern
Een vertrouwens-contactpersoon buiten de Elephants zal je verder helpen.
Stap 3:
Actie
Actie
Nadat jij contact hebt gezocht kan er actie ondernomen worden. Dit hoeft niet! Gesprekken met wie dan ook hoeven niet te eindigen in een melding.
Er wordt altijd teruggekoppeld naar jou wanneer er iets mee gedaan wordt.
Wil je weten wat voor acties er ondernomen kunnen worden? Bij een VCP of het bestuur kan je een uitgebreid stappenplan vinden.
Actie
Externe acties kunnen verschillen per organisatie.


There's something on my mind
What can I do?
Step 1:
Contact
The most important thing is to reach out, within the club to:
All members and trainers
Confidential contact person Elephants (VCP)
Board
Or outside the club to:
VCP ESSF
VCP SSCE
VCP TU/e of Fontys
Step 2:
What happens with your story?
Your story
Member/ trainer
This person can help you with advice, or direct you to the right person you need.
Board
The board can make an official alert of your story.
VCP Elephants
The VCP informs the board that someone has come forward, but the conversations themselves remain confidential. The VCP will help you take the right steps.
VCP external
A Confidential contact person outside of the Elephants will further help you.
Step 3:
Action
Action
After you have reached out, action can be taken. This is not required! Conversations with anyone do not have to result in an official alert.
You will always be informed when action is taken.
Want to know what actions can be taken? A detailed step-by-step plan can be found with a VCP or the board.
Action
External actions may differ per organisation.