

# USC

## CODE OF CONDUCT



**See something at USC?**

**Say something to USC.**

**2026**

**where sports meet**

# Introduction

The USC Code of Conduct describes the norms and values that we share and applies to all who are involved with USC. The Code of Conduct explains what behaviour is expected of you and how we interact with one another. Using the Code of Conduct, we establish and maintain the socially safe and sportsmanlike environment that we value at USC. Additionally, this document provides guidance in addressing unacceptable behaviour in a constructive and responsible manner. Because, communicating about how we treat each other is essential in maintaining a socially safe environment.

As it is impossible to capture all behaviour we wish to encourage and condemn at USC in concrete rules, the USC Code of Conduct serves, among other things, as a tool for engaging in dialogue with each other. Existing USC regulations, like the general terms and conditions, the house rules and the employee handbook contain concrete rules for behaviour at USC. The Code of Conduct aims to support these rules and is based on 3 core values that everyone involved in USC is expected to adhere to. These core values are:

-  **1. RESPECT**
-  **2. OPENNESS**
-  **3. INTEGRITY**

Though we primarily aim to promote good behaviour through the Code of Conduct, we cannot neglect to address unwanted behaviour. Unacceptable behaviour and examples of unwanted scenarios will thus be discussed at the end of this Code of Conduct.

The USC Code of Conduct is not set in stone. It is a document that can be adapted based on new insights. It is a document for which we are all responsible and over which we therefore all have influence. Do you have any comments or suggestions? Please send an email to [vertrouwenspersoon@usc sport.nl](mailto:vertrouwenspersoon@usc sport.nl).

## For who and where?

The USC Code of Conduct applies to all members, employees, contractors, renters, and visitors of the facilities and events of USC Amsterdam and affiliated student sports associations. In addition to our physical sports locations and activities at external (association) venues, this Code of Conduct also applies to digital environments, such as online classes, the My USC Amsterdam app, social media, and chat groups.

# Core values

At USC, we believe it is important that everyone feels safe and welcome. For this reason, we adhere to clear rules of conduct based on a number of core values. These core values are central to USC and form the basis of this Code of Conduct. The core values of USC are respect, openness, and integrity.

## 1. RESPECT

Every member, employee and visitor matters and deserves to be treated with respect.

This means that we:

- Interact with each other on the basis of equality, regardless of role or position.
- Do not touch anyone without consent.
- Acknowledge and respect everyone's unique identity, talents, and limitations.
- Respect each other's private lives and do not intrude on them any more than is necessary or desirable.
- Use the space and materials at our disposal with care.
- Do not take pictures or videos of people without their consent.
- Do not unnecessarily or undesirably disrupt or hinder others' participation in sports, work, or social gatherings.
- Consider and respect each other's boundaries.

## 2. OPENNESS

At USC, we believe it is important that everyone feels free to speak their mind and that we listen to each other. By continuing to engage in dialogue with each other, we create an open culture in which issues can be discussed.

This means that we:

- Proactively initiate conversations about conduct, in which we address unwanted behaviour and stimulate wanted behaviour.
- Are curious about the perspectives of others and do not act based on prejudices or preconceived notions.
- Respect different perspectives, also if they differ from our own.
- Discuss our irritations and discomforts as much as possible right where they arise.
- Talk to rather than about each other.

## 3. INTEGRITY

At USC, we do the right thing, even when no one is watching. We act with integrity, are honest and sincere, and never lose sight of our principles.

This means that we:

- Remain critical of our own behaviour and are aware of its influence on others.
- Address someone or report a situation to USC when we see unacceptable behaviour or other violations of this Code of Conduct.

- Protect confidential information belonging to members, visitors, employees, and contractors.
- As employees, are aware of a possible power imbalance regarding a USC member/ visitor or colleague, and prevent abuse of this relationship.
- As employees, are aware of the exemplary role we play within the USC facilities.

## Unacceptable behaviour

At USC, we take unacceptable behaviour seriously. By unacceptable behaviour, we mean behaviour that is distressing to the person involved because it threatens or damages their physical or mental integrity. Unacceptable behaviour occurs as soon as one of the parties involved can reasonably perceive it as such. We address unacceptable behaviour and do not look the other way. Certain behaviour will not be tolerated by anyone involved with USC. This applies both to physical locations and digital environments. Below, we explain what behaviour we consider unacceptable.

### **AGGRESSION AND VIOLENCE**

Using or threatening to use physical or verbal violence against another person.

### **DISCRIMINATION**

Treating people unfairly based on factors such as their origin, gender, sexual preference, gender identity, religious beliefs, disability, age, political beliefs, or appearance.

### **(SEXUAL) INTIMIDATION**

Engaging in unwanted sexual (or sexually suggestive) behaviour or other intimidating actions that may be perceived as threatening.

### **BULLYING**

Displaying hurtful or hostile behavior that could cause harm or exclude someone.

### **ABUSE OF POWER**

Abusing a position of authority to disadvantage, pressure, or favor others.

### **PRIVACY AND DATA BREACHES**

The collection, use, or distribution of another person's personal or confidential data without permission.

Anyone who exhibits unacceptable behaviour will be held accountable and may be subject to disciplinary measures. Members and visitors may be subject to disciplinary measures, such as a warning or (temporary) denial of access to USC. Employees and contractors may also be subject to disciplinary measures, such as a warning, suspension, or, in serious cases, dismissal. The response to unacceptable behaviour is determined on a case-by-case basis in which the consequences are determined by the situation. A manager will always be involved in taking follow-up steps – possibly even a member of the management team (MT). However, we all bear responsibility for noticing unacceptable behaviour and taking action. Looking the other way is not an option at USC.

# Who can you turn to?

If you encounter unacceptable behaviour or witness something that is not okay, you can contact USC's confidential advisors for confidential advice and guidance. They will listen to your story, discuss what happened with you, and help you consider possible next steps. USC has 3 confidential advisors: 2 for employees and 1 for members.

## EMPLOYEES

- Arjen Berkvens (*a.berkvens@uva.nl*)
- and Helma van den Berg (*h.vandenberg4@uva.nl*) are available to everyone who works at USC.

## MEMBERS AND VISITORS

- Eveline Philipse (*vertrouwenspersoon@usc sport.nl*) is available to members and visitors of USC and affiliated student sports associations.

If you wish to report unacceptable behaviour in person, you can contact one of our staff members at the front desk. They will offer you a quiet place to discuss the situation and will treat your story with care. Finally, you can of course send an email to *usc@usc sport.nl*. Employees can also contact their manager.

USC always takes reports of unacceptable behaviour seriously. Management bears responsibility in this regard, treats both the reporter and the accused with respect, ensures that both sides are heard, and takes appropriate measures.

Only together can we ensure a socially safe environment within USC. This is a shared responsibility to which we are all committed.