

Code of conduct for volunteers from IBO-Nederland

As a volunteer you will be in contact with other people, such as your fellow volunteers, the project organizers and staff, the target group of the project and the people from the immediate vicinity of the project location. A goal of IBO-Nederland is cultural exchange. We stimulate contact between people.

With this code of conduct we want to achieve that you are aware of certain limits in dealing with all these people and that you respect these limits. This awareness is especially important when dealing with people who are less able to recognize and / or indicate the boundaries themselves, such as people who depend on others. Think of children, elderly, people with a physical or mental disability and people who live in poverty; all people who (can) be part of the target group of your project.

Many boundaries in contacts between people, including people from the target group, are not clear. Where one person needs a hug, the other one just wants to shake hands and a third person would rather not be touched at all. It is therefore impossible to set clear rules with regard to all behavior with regard to contacts between people.

There is, however, one very clear limit that always applies and that is that sexual acts and sexual contacts between you as a volunteer and people from the target group(s) are unacceptable.

If you participate in a volunteer project through IBO-Nederland as a volunteer, we expect that you will act in accordance with this code of conduct. When registering as a volunteer at IBO, you indicate that you will do this.

Code of conduct

1. As a volunteer you ensure an environment and atmosphere in which the people of the target group(s) feel safe and respected.
2. The volunteer refrains from treating a person from the target group(s) in a way that affects him / her in his / her dignity.
3. The volunteer does not invade the private life of persons from the target group(s) any further than is functionally necessary.
4. The volunteer will refrain from any form of sexual approach and abuse towards persons from the target group(s).
NB: All sexual acts, sexual contacts and sexual relations between a volunteer and a minor up to the age of 16 (regardless of whether this person is part of the target group) are not permitted under any circumstances and are considered unacceptable sexual behavior.
5. The volunteer may not touch a person from the target group(s) in such a way that this touch could be expected to be perceived as sexual or erotic in nature.
6. During training days, camps, trips, outings and the like, the volunteers will treat people from the target group(s) and the rooms in which they are located (such as a dressing room or hotel room) with great caution and respect.
7. The volunteer has the duty to protect persons from the target group(s) to the best of his ability against forms of unequal treatment and unacceptable sexual behavior and will actively ensure that the code of conduct is complied with by everyone involved in the target group.

8. If the volunteer detects behavior that is not in accordance with this code of conduct and in case of suspicion of unacceptable sexual behavior, he / she is obliged to report this to the persons designated for this purpose by the board.

9. The volunteer does not receive or give any (im)material goods that are not reasonable.

10. In cases where the Code of Conduct does not provide (directly), or if there is any doubt about the admissibility of certain behaviors, it is within the responsibility of the volunteer to act in the spirit of the Code of Conduct and, if necessary, to contact the designated person on the board.

Description of unacceptable sexual behavior and sanction policy

By unacceptable sexual behavior we mean:

Any form of sexual behavior or sexual rapprochement, whether verbal, non-verbal or physical, intentional or unintentional, that is experienced as undesirable or forced by the person undergoing it and / or takes place within an unequal balance of power (eg adult-child , counselor-client, teacher-student, trainer-pupil, management-youth member, etc.) and / or other actions or behaviors that are punishable under the Penal Code.

Behavior that can be filed as unacceptable sexual behavior with minors, the elderly, people with a physical or mental disability, people living in poverty or other people who are in a dependency relationship can be sanctioned by disciplinary proceedings. The sanctions consist of excluding volunteer work with people who are in a dependency relationship for a short or longer period of time by entering personal data in a central register.

Unacceptable sexual behavior that the board deems to be covered by the Penal Code will be reported to the police / judicial authorities.