

Social Safety Policy

W.S.D.A. The Seadragons

February 2024

Contents

1. Introduction	2
2. Scope, Definitions & Abbreviations	2
2.1 Scope.....	2
2.2 Definitions.....	3
2.2.1 Forms of undesirable behavior:.....	3
2.3 Abbreviations and Terms.....	6
3. Undesirable behavior	6
4. Code of Conduct.....	7
5. Reporting Protocol	9
5.1 Reporting Protocol for Social Safety Concerns	10
5.1.1 Reporting Sexual Intimidation or Sexual Violence:.....	10
5.1.2 Seeking Advice in Doubt:.....	10
5.1.3 Mandatory Reporting:	10
5.1.4 Reporting Channels:	10
5.1.5 Confidential Advisor Reporting:.....	10
5.1.6 Obligations of Other Parties:	10
5.1.7 Reporting Non-Sexual Social Safety Concerns:	11
5.1.8 Reporting by Members/Alumni:	11
6. Compliance and enforcement	11
6.1 Assessment Framework.....	12
7. Important Contact Information	12
7.1 The Board	12
7.2 Confidential Advisors (CAs/VCPs)	12
7.3 Other Third Parties	13
8. Conclusion	14
Appendix	15
Appendix 1	15

1. Introduction

This Social Safety Policy contains the code of conduct that all persons involved with W.S.D.A. The Seadragons must adhere to. It also provides information on reporting protocols, implementation of rules, sanctions, and where to seek help. This Social Safety Policy is modeled after the Social Safety Code of Conduct implemented at Wageningen University & Research (WUR). While adhering closely to its principles, we have customized and expanded upon it to align with the specific needs and values of our association.

W.S.D.A. The Seadragons is committed to providing a safe and inclusive environment for all its members and alumni. The association welcomes all students and is, therefore, a diverse association. W.S.D.A. The Seadragons aims to provide an environment that is free from discrimination on any ground and free from any form of harassment. W.S.D.A. The Seadragons does not tolerate any form of exclusion, discrimination, racism, intimidation, bullying, threatening, or harassment, including sexual harassment.

W.S.D.A. The Seadragons will operate a zero-tolerance policy for any form of harassment, treat all allegations and incidents seriously, and all complaints and allegations will be handled in accordance with a set procedure. Persons who have engaged in harassment or other undesirable behavior will face appropriate disciplinary action, up to and including dismissal from membership or denial of membership. All complaints of harassment will be taken seriously and treated with respect and confidence. No one will be victimized for making such a complaint.

A safe environment also means that there is room for differences, and members and alumni are entitled to express their views, regardless of their position in the association. Everyone is treated with respect, taken seriously, and heard. A safe environment requires an active contribution from all members and alumni of W.S.D.A. The Seadragons. This not only pertains to your own conduct but also to being vigilant about the behavior of others around you.

This Social Safety Policy aims to promote a safe environment by:

- Providing clear definitions of different forms of undesirable behavior;
- Describing the Code of Conduct that all persons involved with W.S.D.A. The Seadragons should adhere to;
- Providing guidance to members and alumni who have social safety concerns;
- Describing the implementation of the code of conduct and which sanctions are attached to violations;
- Providing information about the Reporting Protocol utilized by W.S.D.A. The Seadragons.

2. Scope, Definitions & Abbreviations

2.1 Scope

This Social Safety Policy applies to:

- Members of W.S.D.A. The Seadragons;

- Alumni of W.S.D.A. The Seadragons;
- Training Staff: Trainers, Student-trainers, Instructors, and Coaches who provide courses or training for W.S.D.A. The Seadragons, and who are employed by Sports Centre de Bongerd (SCB) or W.S.D.A. The Seadragons;
- Volunteers who provide or assist in providing courses or training for W.S.D.A. The Seadragons;
- Volunteers who assist in organizing events;
- Guests to training, courses, and/or activities provided by W.S.D.A. The Seadragons.

Hereinafter collectively referred to as “persons involved with W.S.D.A. The Seadragons”

2.2 Definitions

Undesirable behavior

Behavior that is perceived as unwelcome or offensive and which has the purpose or effect of making persons involved with W.S.D.A. The Seadragons no longer feel safe.

2.2.1 Forms of undesirable behavior:

Aggression and violence

Undesirable behavior in which a person is psychologically or physically harassed, intimidated, threatened, or assaulted (in person, online, by phone. Aggression and violence include, but are not limited to: swearing, throwing objects, pushing, pulling, hindering, grabbing someone and/or blocking their way, grabbing, spitting, and hitting or destroying another person’s items and/or property.

Aggression and violence can take the form of threats: the threat of negative consequences, such as death or physical or mental violence, or the – potentially unjustified – filing of a complaint, about a person, the person’s loved ones, or the person’s property. Threatening behavior can also include blackmail. Threats can be made with words or with physical force. The purpose of the threat is to influence someone’s behavior by instilling fear.

Discrimination

Undesirable behavior in which improper distinction is made between groups or individuals with regard to religion, world view, sexual orientation, ethnicity, gender, political affiliation, disability, skin color, age, education level, and appearance or otherwise, as referred to in Article 1 of the Constitution that is unwelcome or unwanted, or is reasonably perceived as such by the person confronted with it.

Intimidation

Undesirable behavior that has the purpose or effect of violating the dignity of a person and of creating a threatening, hostile, degrading, humiliating, or offensive environment.

Such as:

- Putting unacceptable pressure on someone;

- Abusing a position of power in relation to opportunities for board and/or committee positions;
- Publicly embarrassing someone.

Stalking is a specific form of intimidation. Stalking is deliberately and systematically harassing and/or intrusively following someone with the result that the person no longer feels safe. Stalking can take place at work, at home, online, or in public.

Examples of stalking are:

- Following someone or threatening with violence;
- Unsolicited phone calls and messages;
- Ordering something in someone else's name;
- Signing up for activities in someone else's name.

Sexual harassment

Undesirable behavior in the form of any unwanted sexual advances (verbal, non-verbal, or physical) or behavior with sexual connotations. Sexual harassment is unwelcome conduct of a sexual nature that makes a person feel offended, humiliated, and/or intimidated. It includes situations where a person is asked to engage in sexual activity, as well as situations that create an environment that is hostile, intimidating, or humiliating for the recipient. Sexual harassment can involve one or more incidents. Actions constituting harassment may be physical, verbal, and non-verbal.

Examples of sexual harassment are:

- Physical sexual harassment:
 - Physical contact, including but not limited to
 - Patting
 - Pinching
 - Stroking
 - Kissing
 - Hugging
 - Fondling
 - Inappropriate touching
 - Grabbing someone
 - Blocking someone's way
 - Physical violence, including sexual assault and rape.
- Verbal sexual harassment:
 - Comments on others' appearance, age, private life, etc.;
 - Sexually-oriented comments, stories and swear words;
 - Sexually-oriented jokes, messages, pictures, or gestures;
 - Verbal sexual advances;
 - Repeated and unwanted invitations for dates or physical intimacy;
 - Insults based on someone's sex;
 - Condescending or paternalistic remarks;
 - Sending sexually explicit messages (digital or otherwise);
 - Asking intimate questions;
 - Sending unsolicited pornographic images or texts.
- Non-verbal conduct

- Display of sexually explicit or suggestive material;
- Sending unsolicited pornographic images or texts or looking at the same deliberately within view of others;
- Staring on purpose;
- Whistling;
- Leering;
- Sexually-oriented pictures or gestures.

Anyone can be a victim of sexual harassment, regardless of their sex and the sex of the harasser. W.S.D.A. The Seadragons recognize that sexual harassment may also occur between people of the same sex. What matters is that sexual conduct is unwanted and unwelcome by the person towards whom the conduct is directed.

W.S.D.A. The Seadragons recognize that sexual harassment is a manifestation of power relationships and often occurs within unequal relationships in the association, for example, between a Board Member or Committee Chair and a Member.

Anyone, including Members of W.S.D.A. The Seadragons, Sponsors, Partners, or Guests who sexually harass another will be reprimanded in accordance with this internal policy.

All sexual harassment is prohibited whether it occurs within W.S.D.A. The Seadragons premises or outside, including at social events, trips, training sessions, or conferences sponsored by W.S.D.A. The Seadragons.

The basis of sexual harassment is the absence of consent. Sexual activity requires consent, which is defined as a positive, unambiguous, and voluntary agreement to specific sexual activity during a sexual encounter.

Bullying

Undesirable behavior that involves systematically and severely hindering or harassing someone or causing physical or emotional distress, aimed at the same person, often over a prolonged period. Bullying within the association is the systematic action of causing psychological, physical, or sexual distress — orally, in writing, or virtually (cyberbullying) — by one person or a group, as a result of which the complainant can no longer function optimally within or outside of the association.

Bullying takes many forms, including:

- Forcing someone into social isolation, such as by not inviting them for a social event or by not talking to them;
- Hindering someone to partake in events and training by, for example, withholding vital information, removing someone’s name from signup sheets or deleting submitted sign-up forms;
- Embarrassing someone, exaggerating mistakes, humiliating someone;
- Spreading libel and slander or maliciously gossiping about someone.

Complainant/report

We speak of a “complainant” and a “report” of undesirable behavior when those involved discuss or describe a concrete event in dealing with the other person that has been experienced as undesirable, in formal or informal contact with a Board Member, Trainer, Student-Trainer, Coach, Instructor or a Confidential Advisor (VCP) at Thymos, the SCB, or the

WUR. The term “report” is also used when describing an official report submitted in accordance with the Reporting Protocol (section 5).

2.3 Abbreviations and Terms

The following abbreviations are used throughout this document:

- CA = Confidential Advisor (Also = VCP)
- VCP = Vertrouwenscontactpersoon = Confidential Advisor in Dutch (Also = CA)
- SCB = Sports Centre de Bongerd
- WUR = Wageningen University & Research
- The Seadragons = W.S.D.A. The Seadragons (Also = the association)
- NOB = Nederlandse Onderwatersport Bond
- GMM = General Member Meeting
- The association = W.S.D.A. The seadragons (Also = The Seadragons)
- Training staff = Trainers, Student-trainers, Coaches, Instructors, and/or volunteers who provide or assist in providing training and/or courses to persons involved with W.S.D.A. The Seadragons.

3. Undesirable behavior

W.S.D.A. The Seadragons sees undesirable behavior as behavior that is perceived as unwelcome or offensive and which has the purpose or effect of making persons involved with W.S.D.A. The Seadragons no longer feel safe. So, it does not primarily relate to the intention of the offender but to how the recipient perceives it.

Where the line is drawn between desirable and undesirable behavior, is different for everyone. It will, therefore, always be necessary to carefully and objectively determine whether unacceptable behavior has actually occurred, and the behaviors will be tested against this Social Safety Policy.

W.S.D.A. The Seadragons rejects any form of undesirable behavior. W.S.D.A. The Seadragons implements a zero-tolerance policy on a number of specific behaviors. This means that these behaviors — independent of intentions or context — are never acceptable and that in the case of objectively established zero-tolerance behaviors, appropriate action in the form of a sanction will be taken immediately.

Zero-tolerance behavior includes:

- Verbal aggression: yelling at a person or a group of people, swearing at a person or group of people;
- Physical aggression: every type of physical aggression;
- Discrimination: every type of discrimination;
- Intimidation: every type of intimidation including stalking;
- Sexual harassment: every type of sexual harassment;
- Threats: every type of threat;
- Bullying: every type of bullying.

4. Code of Conduct

All persons involved with W.S.D.A. The Seadragons should adhere to the code of conduct described in this policy.

Persons involved with W.S.D.A. The Seadragons must not display undesirable behavior. Undesirable behavior should, therefore, always be addressed, and persons involved with W.S.D.A. The Seadragons are expected to be open to being held accountable for their behavior. This Social Safety Policy provides a framework for assessing behavior. It should be noted that the following relationships are, by definition, hierarchical:

Relationships between:

- Board Members and Members or Alumni;
- Trainers, Student-Trainers, Coaches or Instructors and students (here the term student applies to those who follow a course or training provided or facilitated by W.S.D.A. The Seadragons);
- Committee chairs and (committee) members;

Persons involved with W.S.D.A. The Seadragons have different roles. W.S.D.A. The Seadragons is committed to specifically articulating the code of conduct in the context of social safety for several roles.

Board Members

Board Members must set an example for the association. Board Members are expected to be aware of the existing dependency and power inequality in relation to other members and alumni. Board Members must ensure that private and/or professional relationships and interests do not mix, i.e., Board Members must not use their position to benefit or disadvantage specific persons or to prioritize personal connections over the fair treatment of all members. Additionally, they must ensure that their personal interests, including financial interests, do not conflict with the association's objectives or decisions. It is imperative that Board Members maintain transparency in their actions and decisions, communicating openly with other members and alumni. They must uphold professionalism and impartiality in all association matters, avoiding any actions that could undermine trust or compromise the integrity of the association.

Board Members are responsible for maintaining a safe and positive environment in the association. They are tasked with monitoring adherence to this Social Safety Policy and the Code of Conduct outlined within it. Board Members bear the responsibility for assessing whether individuals feel secure and remaining attentive and vigilant to the dynamics within the association. This includes being aware of and responsive to any concerns or incidents that may arise and ensuring a safe and inclusive environment for all persons involved with W.S.D.A. The Seadragons. Board Members must also be open to being held accountable themselves.

In order to achieve this, Board Members are expected to be open and approachable, ask for feedback, recognize undesirable behavior and make it a topic for discussion, and address persons involved with W.S.D.A. The Seadragons about undesirable behavior. If necessary,

Board Members must initiate interventions aimed at stopping undesirable behavior and aimed towards structurally improving the safety of the association's environment.

Board Members will provide a safe channel for reporting and will always take any type of formal or informal report of undesirable behavior seriously. Board Members will take responsibility for the report, will treat both complainant and defendant with respect, and will take appropriate measures in which the Board Members and complainant will protect the defendant by ensuring privacy and confidentiality, neutrality, and providing support.

By actively fulfilling these duties, board members contribute to fostering a culture of respect, inclusivity, and well-being within the association.

Guidelines about what to do in case of undesirable behavior can be found in the Reporting Protocol (section 5). The Reporting Protocol also specifies the obligations and responsibilities of the Board. For a visual representation of the Reporting Protocol and for a comprehensive guide on what you must or can do, please consult the tree-based decision model in the appendix (Appendix 1).

Training staff

Training staff includes Trainers, Student-trainers, Coaches, Instructors, and/or volunteers who provide or assist in providing training and/or courses to persons involved with W.S.D.A. The Seadragons. Training staff must adhere to this Code of Conduct and set an example for the association. They are responsible for a safe and inclusive training and exercising environment in which members, alumni, and guests feel welcome and safe. Their way of communicating is characterized by tact, empathy, and calmness.

The Training staff is aware of the dependency and power inequality in relation to students and will ensure that professional and private relationships and/or interests will not mix. This is especially pertinent for Student-trainers whose teaching methods, way of communicating, and attitude should remain impartial and unaffected by any personal connections they may have with students participating in their training.

The Training staff has an active role in detecting undesirable behavior and will initiate interventions aimed at stopping undesirable behavior. Guidelines about what to do in case of undesirable behavior can be found in the Reporting Protocol (section 5). The Reporting Protocol also specifies the obligations and responsibilities of the Training staff. For a visual representation of the Reporting Protocol and for a comprehensive guide on what you must or can do, please consult the tree-based decision model in the appendix (Appendix 1).

Confidential Advisors (CA or VCP (= Vertrouwenscontactpersoon))

At present, W.S.D.A. The Seadragons lacks an internal Confidential Advisor. W.S.D.A. The Seadragons recommends Confidential Advisors provided by Thymos, the SCB, and the WUR. These Confidential Advisors are expected to provide persons involved with W.S.D.A. The Seadragons with a safe reporting environment and to know what to do in case of undesirable behavior.

Please note: As of yet, no formal agreements have been made with the Confidential Advisors of the aforementioned organizations. W.S.D.A. The Seadragons is currently in the process of establishing clear agreements on, among other things, the role, responsibilities, and reporting protocol of the Confidential Advisors of the aforementioned organizations. When this

information becomes available to the Board of W.S.D.A. The Seadragons, it will be incorporated into this section of the Social Safety Policy.

Members and Alumni

Members, including Board and Committee Members, and Alumni must adhere to the Code of Conduct set forth in this Social Safety Policy. They are expected to be respectful towards fellow members and alumni, teaching staff, and guests. This applies to both training and social events and manifests itself in respectful communication, among other things.

Guidelines about what to do in case of undesirable behavior can be found in the Reporting Protocol (section 5). For a visual representation of the Reporting Protocol and for a comprehensive guide on what you must or can do, please consult the tree-based decision model in the appendix (Appendix 1).

Bystanders

Bystanders are asked to play an active part if they witness undesirable behavior. This includes actively intervening in the situation, such as by speaking out against undesirable behavior or by persuading others to respond to the undesirable behavior.

There are situations where there is a culture of behavior in which undesirable behavior is normalized or does not seem to be perceived as undesirable. Some examples are sexually charged jokes and innuendo. In that case, bystanders can report to the Board, the person responsible for this group or to a Confidential Advisor.

Guidelines about what to do in case of undesirable behavior can be found in the Reporting Protocol (section 5). For a visual representation of the Reporting Protocol and for a comprehensive guide on what you must or can do, please consult the tree-based decision model in the appendix (Appendix 1).

5. Reporting Protocol

It is important that undesirable behavior is addressed: either by addressing those involved directly or by contacting a third party. W.S.D.A. The Seadragons places great importance on reports of undesirable behavior and wants to remove any obstacles with regard to reporting.

A report can be made with the Board or with a Confidential Advisor. W.S.D.A. The Seadragons takes every report seriously and encourages persons involved with W.S.D.A. the Seadragons to make a report. Every report deserves a follow-up, aimed at stopping undesirable behavior. In the process of handling reports, W.S.D.A. The Seadragons aims to respect complainants and defendants.

There are many roles within W.S.D.A. The Seadragons and the obligations and responsibilities of these roles differ from one another regarding the Reporting Protocol. Below, in section 5.1, you will find an overview of the Reporting Protocol of W.S.D.A. The Seadragons.

For a visual representation of the Reporting Protocol and for a comprehensive guide on what you must or can do, please consult the tree-based decision model in the appendix (Appendix 1).

5.1 Reporting Protocol for Social Safety Concerns

5.1.1 Reporting Sexual Intimidation or Sexual Violence:

- If there is suspicion or knowledge of sexual intimidation or sexual violence, the Board is obligated to report this immediately.
- Board members are required to report directly to Instituut Sportrechtspraak (ISR).

5.1.2 Seeking Advice in Doubt:

- In case of doubt regarding the nature of an incident, the Board should seek advice from Centrum Veilig Sport Nederland (CVSN) or the Confidential Advisor of Thymos, WUR, The Bongerd, or NOB.

5.1.3 Mandatory Reporting:

- Board members, trainers, coaches, and student trainers are obligated to report any incidents of social safety compromise when they involve sexual intimidation or sexual violence. Please note: When board members, trainers, coaches or student trainers have a **suspicion** of sexual intimidation or sexual violence, it is also mandatory to report this.

5.1.4 Reporting Channels:

- Board members report incidents to ISR.
- Trainers, coaches, and student trainers can report to either the sports union or directly to the Board. If reported to the Board, the Board is responsible for reporting to ISR.

5.1.5 Confidential Advisor Reporting:

W.S.D.A. The Seadragons currently does not have a Confidential Advisor. However, Confidential Advisors of the WUR, Thymos and The Bongerd are available for all members. The information below should be adapted when The Seadragons have a Confidential Advisor within the association.

- The Confidential Advisor (CA) does not report incidents directly.
- The CA reports all cases anonymously to the Board at regular intervals.
- However, the CA immediately reports (anonymously) to the Board if they suspect a case is significant. The CA must inform the affected person about the anonymous report.

5.1.6 Obligations of Other Parties:

- Members and alumni are not obligated to report suspicions but have a responsibility to do so.
- By law, individuals must report if they have knowledge of a severe crime.

5.1.7 Reporting Non-Sexual Social Safety Concerns:

- The Board reports incidents that concern social safety but are not sexual in nature to Centrum Veilig Sport Nederland (CVSN).

5.1.8 Reporting by Members/Alumni:

- Members and alumni can report incidents to the Board or the Confidential Advisor

For a visual representation of the Reporting Protocol and for a comprehensive guide on what you must or can do, please consult the tree-based decision model in the appendix (Appendix 1).

Note: It is essential to maintain confidentiality and respect the privacy of individuals involved. All reports should be handled with the utmost sensitivity and discretion.

6. Compliance and enforcement

W.S.D.A. The Seadragons does not tolerate, condone, or ignore undesirable behavior. Displaying undesirable behavior cannot be without consequence. Undesirable behavior may result in different measures. Finding an appropriate measure requires careful consideration. Often a conciliatory meeting, making agreements, mediation, or an apology will suffice. Sometimes, more severe measures, such as the suspension or the expulsion of a Member or Alum, are appropriate.

In the event of a violation of the Code of Conduct as set forth in this Social Safety Policy, the Board has the right to take measures such as a warning, reprimand, a (temporary) exclusion from participating in training and/or social events, and in extreme cases, termination of the membership of the Member or Alum involved. The Board also has the right to deny membership to a person if social safety concerns about this person have been reported.

People who are not Members or Alumni may be refused participation in or access to any W.S.D.A. The Seadragons related events. For external parties, such as volunteers and sponsors, extreme cases may result in the termination of the relationship.

Before appropriate measures are taken, an investigation will be conducted. Depending on the severity and the context, the investigation will be conducted internally (by the Board) or by an external party (such as a Confidential Advisor, Instituut Sportrechtspraak (ISR), or in extreme cases, the police). The Board may always consult or redirect an investigation to a third party. If the case in question allows the Board to decide on appropriate measures, then the Board must first ensure that the facts are properly established, and relevant circumstances are considered before deciding on sanctions. If necessary, further measures, such as a suspension during the investigation, may be taken pending the outcome.

If there is a justified suspicion of a criminal offense, W.S.D.A. The Seadragons may hand the matter over to the relevant authorities, such as the police. For knowledge of a criminal offense, all persons involved with W.S.D.A. The Seadragons are legally obliged to report to the police.

6.1 Assessment Framework

When imposing an appropriate measure or sanction, it is not only about the objectively identified undesirable behavior but also about the nature of the defendant, the circumstances under which the behavior took place, and the impact on the victim.

In any case, if the Board takes on the responsibility of deciding on sanctions, the following aspects are weighed in determining an appropriate measure for persons who have demonstrably engaged in undesirable behavior:

- The severity of the facts and the context in which the behavior took place;
- The question of whether it relates to a single occurrence of behavior or whether it is a repeat offense or part of a behavioral pattern;
- The question of whether the defendant(s) can reflect on their own behavior, are remorseful, and are able to learn a different behavioral pattern;
- The question whether the defendant(s) were held accountable or warned before;
- The extent to which the safety of others is at stake;
- Personal circumstances of the defendant(s).

7. Important Contact Information

7.1 The Board

You can always reach out to the Board or one of the Board Members if you feel unsafe, have concerns regarding social safety, or if you have any questions about social safety in general or this Social Safety Policy.

- General contact information for the Board: the.seadragons@wur.nl

This Social Safety Policy is accessible through the public website of W.S.D.A. The Seadragons. In order to safeguard the private contact details of Board Members, only the names of the current Board Members are listed below: To protect the private contact information of Board Members, solely the names of the current Board Members are provided below. Members and Alumni can obtain contact details (phone numbers) of the board members from the association's group chats.

- Lieke van de Geest (Chair)
- Jarre Ameye (Secretary)
- Robin van der Grond (Treasurer)
- Mart Harmsen (PR & Committee Coordinator)
- Jurre Stam (Dive & Course Coordinator)

7.2 Confidential Advisors (CAs/VCPs)

Confidential Advisors at SWU Thymos

- Phone number: 0317-482746
- E-mail: vcp.thymos@wur.nl

- Or come by the SWU Thymos office at Sports Centre de Bongerd, click [here](#) for opening hours.
- Click [here](#) for more information about the Confidential Advisors at SWU Thymos.

Confidential Advisors at Sport Centre de Bongerd (SCB)

The Confidential Advisors at SCB can be approached individually by email. Here is a list of the available Confidential Advisors and their contact information:

- Ingi Alofs (Sports coordinator and teacher): ingi.alofs@wur.nl
- Shelley van Haalen (PauseXpress & W-play instructor): shelley.vanhaalen@wur.nl
- Tijmen van Oosterbrugge (Sports coordinator and teacher): tijmen.vanoostenbrugge@wur.nl
- Remon ter Harmsel (Trainer): remon.ter.harmsel@wur.nl
- Casper Helling (Sports teacher): casper.helling@wur.nl
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For more information about the Confidential Advisors at SCB, click [here](#).

Confidential Advisors at WUR

- Phone number: 0317-481774
- E-mail: socialsafety@wur.nl
- Click [here](#) for more information about the Confidential Advisors at WUR.

Confidential Advisors at the Nederlandse Onderwatersport Bond ('Dutch Underwater Sports Federation') (NOB)

- Martine van de Veen & Luuk Berends
- Phone number: 0318-559347
- E-mail: vertrouwenscontactpersoon@onderwatersport.org
- Click [here](#) for more information about the Confidential Advisors at the NOB (in Dutch).

7.3 Other Third Parties

Instituut Sportrechtspraak (ISR)

- The website can be accessed [here](#).

Centrum Veilige Sport Nederland (CVSN)

- Website can be accessed [here](#) (in Dutch only).
- Phone number: 0900-2025590
- Secure emailing through Zivver: centrumveiligesport@nocnsf.nl
- Anonymous chatting through Speak up: <https://centrumveiligesport.nl/contact>

Dutch Police

- In case of **emergency**, call: 112
- If it's **not** an emergency but you still require police assistance, please contact the general police phone number: 0900-8844

8. Conclusion

W.S.D.A. The Seadragons considers social safety to be an essential pillar of its foundation. Every person involved with W.S.D.A. The Seadragons is personally responsible and accountable for their own behavior.

This Social Safety Policy and the Code of Conduct it describes provide clear standards the norms for desired behavior. However, it's important to note that no Social Safety Policy or Code of Conduct can cover every situation individuals may encounter.

When faced with questions or dilemmas about what to do, the recommendation is always to coordinate internally and in a friendly, professional manner whenever possible. The Confidential Advisors listed in this document (section 7.2) can always be consulted for advice.

