Code of Ethics Dutch Pipes and Drums Version 2025

Scope and Purpose
This Code of Ethics is intended to protect all members and other parties involved within the association from misconduct. By 'involved parties' we mean instructors, volunteers, associates and visitors of DPaD. We strive to maintain a safe, respectful, and inclusive environment where everyone feels welcome. Inappropriate online behavior (via email, social media, and messaging apps) is also covered by this Code of Conduct.

Definition of Misconduct
Misconduct includes, but is not limited to:
- *Harassment:* Verbal, non-verbal, or physical behavior that is perceived as threatening or humiliating, such excluding individuals or mocking them.
- *Sexual Harassment:* Any form of unwanted attention of a sexual nature.
- *Bullying:* Repeated hurtful, hostile, or humiliating behavior directed toward an individual.
- *Discrimination:* Unequal treatment or the exclusion of individuals based on ethnic origin, gender, age, sexual orientation, religion, disability, or other personal characteristics.
- *Aggression and Violence:* Verbal or physical behavior aimed at harming or threatening others.

Expectations of Members and Involved Parties
All members and involved parties are expected to:
- Treat one another with respect and collegiality, regardless of background or beliefs.
- Maintain zero tolerance for (sexual) harassment, bullying, discrimination, aggression, violence, or breaches of integrity.
- A breach of integrity is defined as any act or omission that violates organizational norms, values, rules, or the law, thereby compromising the public interest.
- Respect the boundaries and feelings of others.
- Engage in no form of unwanted intimacy or sexual advances.
- Do not engage in gossip or disruptive negative behavior.
- *Consume alcohol responsibly:* Alcohol consumption is strictly prohibited for those under the age of 18, and supplying alcohol to minors is not permitted.
- The use and distribution of drugs is strictly prohibited.
- Leave all spaces clean and tidy.
- Respect privacy: No photos or videos may be taken in changing rooms without explicit permission.
- Handle equipment and facilities with care.
- Address misconduct and report any violations.
- Contribute to a positive and inclusive environment.

Standards of Behavior During Performances and Band Weekends
- Follow instructions from the musical director and/or the association's board.
- Treat other groups and associations with respect.
- Take responsibility for your own behavior and look out for one another.
- Alcohol consumption is not permitted before or between performances.

Minors
Under Dutch law, any person who has not yet reached the age of 18 is considered a minor. Regarding sexual acts, any person who has not yet reached the age of 16 is considered a minor.
- Ensure a safe and respectful environment for minors.

- Maintain professional boundaries at all times: avoid any inappropriate (physical) contact or intrusion into the private lives of minors.
- Sexual acts or relationships between adults and minors are strictly prohibited.
- Actively protect minors against unequal treatment and boundary-crossing behavior.
- Report any suspicions of misconduct or boundary-crossing behavior to the Confidential Counselor (*Vertrouwenscontactpersoon*).

Sexual Misconduct and Disciplinary Measures
Sexual boundary-crossing behavior involving minors will be handled through formal disciplinary proceedings. Any criminal acts will be referred to the police and legal authorities.

Social Media
- Use social media responsibly.
- Do not post negative content about the association or its members.
- Do not spread misinformation.

Confidential Counselors (*Vertrouwenscontactpersoon*)
Reports of misconduct can be made confidentially to:
- Name: Hans van Berkel
  E-mail address: hans@dutchpipesanddrums.nl
  Phone number: +316-19297261

and:
- Name: Corine Maas
  E-mail address: corine@dutchpipesanddrums.nl
  Phone number: +316-10503036 (only after 7:00 PM)

Reporting and Sanctions
- Every report will be investigated thoroughly.
- Possible measures include a warning, temporary suspension, or termination of membership.
- Criminal offenses will be reported to the police.

Final Provision
Everyone within the association is expected to be familiar with and adhere to this Code of Conduct. The code is evaluated annually and updated as necessary.

Agreed and accepted:

Date: _____

Name: _____

Signature: _____