

# Code of conduct

## Dorans E-sports Nijmegen

This document, containing the code of conduct for Dorans E-sports Nijmegen, has been created by the board of Dorans in collaboration with the confidential contact persons. It describes the values of Dorans as an association and the standards of behavior with which its members are expected to conduct themselves.

### Introduction

Dorans wishes to create an environment where everyone feels safe and respected. Whether you are a member of Dorans or a participant in Dorans activities, the board aims to ensure that you can freely engage in your interests regardless of your origin, gender, religion, political beliefs, sexual identity, or disability. All members of Dorans share a responsibility for their own actions and together they strive to make the association a place that is fun, supportive, and open. The code of conduct applies to all Dorans members and their behavior during training, internal and external events, or any other Dorans activity. Additionally, the code of conduct also applies to all communication on online platforms and any situation in which a member can be seen as a representative of the association. The code of conduct describes the framework for general respectful interactions between members, but certain Dorans activities (e.g. playing DnD) may impose additional rules of conduct which we ask our members to be mindful of. The board reserves the right to impose disciplinary sanctions on members who have acted in violation of the code of conduct.

During your membership to Dorans you may encounter dilemmas or difficult situations in which you may be uncertain of the proper response. It is important to be aware that good conduct is open to interpretation. As such, members are encouraged to reflect on their own behavior and discuss their interpretation of difficult situations and unacceptable behavior. The code of conduct will thus be maintained as a living document that can be adjusted where needed. Members of Dorans are invited to propose changes of the document to the board.

### Important contact addresses:

Board:

<mailto:board@dorans.nl>

Confidential contact person:

<mailto:confidentialcontactperson@dorans.nl>

Centrum veilige sport Nederland / Centre safe sport Netherlands (Dutch website)

<https://centrumveiligegesport.nl/>

## Common values:

As a member or representative of Dorans you:

**1. Are mindful in your communication**

Your interactions with people, be they members or non-members, are open, sincere, and unbiased.

**2. Are respectful of other people and the differences between them**

You treat everyone equally, regardless of age, gender, ethnicity, country of origin, religion, culture, sexual orientation, or any other aspect of each other's identity. You do not engage in intimidating, belittling, or exclusionary behavior, and you respect the personal, physical, and emotional boundaries of everyone.

**3. Refrain from verbal and physical aggression**

**4. Do not engage in sexual intimidation**

Dorans defines this as any form of verbal, non-verbal, or physical behavior with a sexual connotation that has the purpose, or result, of affecting the dignity of a person. Especially when a threatening, hostile, insulting, humiliating, or hurtful situation is created.

**5. Do not abuse or glorify the usage of alcohol, drugs, or other substances**

**6. Are welcoming and open in your interactions**

You ensure that everyone is able to participate in communication, events, and online communities. This includes speaking English in the presence of international students and refraining from spamming/flooding online communities.

**7. Post only appropriate content in the online communities**

Your contributions in online communities, be they text, images, or links are suitable to the channel and community in which they are posted. Content that is by definition inappropriate includes explicit sexual content, excessive cursing, gore, feces, and illegal factions/groups.

**8. Are respectful of each other's property and the environment around you**

**9. Are aware of your status as a representative of the association**

You uphold the values and name of Dorans. Additionally, if you hold a position as board member, committee member, or confidential contact person, you are mindful of your responsibility to conduct yourself ethically within and outside the association. You do not abuse your power and you handle confidential information with care.