

Introduction

CMTC-OVM stands for good manners and respect. Respect for each other, equality, integrity, honesty and security are core concepts of the organisation. These concepts form the basis for the code of conduct, which is used within the CMTC-OVM organization.

Article 1 Definitions

Sexual harassment means:

unwanted sexual approach, requests for sexual favors or other verbal, non-verbal, or physical behavior that also involve one of the following points:

1. Submission to such behavior is used, either explicitly or implicitly, as a condition for the employment of a person;
2. Submission to or rejection of, such conduct by a person shall be used as a basis for decisions affecting the work of that person;
3. Such behavior has the purpose of affecting the work performance of a person and / or creating an intimidating, hostile or unpleasant working environment, or has the consequence that the work performance of a person is affected and / or an intimidating, hostile or unpleasant working environment. working environment is created.

Aggression means:

Events in which a person is psychologically or physically harassed, threatened or attacked, in circumstances directly related to the performance of the work. This includes bullying.

Discrimination means:

Any form of discrimination, exclusion, limitation or preference which has as its object or effect the recognition, enjoyment or exercise on an equal footing of human rights and fundamental freedoms on political, economic, social grounds, or cultural or other areas of social life is destroyed or affected.

Philosophy of life is defined as:

A more or less coherent system of values, norms and opinions that give meaning and direction to life.

Article 2 Purpose and general conditions

1. Sexual harassment, aggression and discrimination on grounds of race, age, philosophy of life, religion, political opinion, gender, nationality, heterosexual or homosexual orientation, marital status and disability are rejected by CMTC-OVM as forms of undesirable behavior.
2. CMTC-OVM undertakes to prevent and combat these forms of undesirable behavior in day-to-day operations and in their policy development.
3. This code of conduct is part of the general policy of CMTC-OVM and of the professional attitude of the volunteers and board members of CMTC-OVM.

Article 3 Status and scope

1. The code of conduct is an interpretation of the legal provisions regarding sexual harassment, aggression and discrimination.
2. The code of conduct applies to the volunteers and the board members (from here: 'employees') of CMTC-OVM.
3. CMTC-OVM ensures publication of the code of conduct.

Article 4 (Volunteer) contract

Not entering into, terminating or not extending a (voluntary) contract may not be connected with a discriminatory basis, age and disability as prohibited by law.

Article 5 Working conditions and workplace

1. The establishment of CMTC-OVM complies with the statutory requirements in this regard, in particular the Health and Safety Act, but is in any case such that employees and their clients feel safe.
2. The relationship between employees is determined by respect for everyone's race, sex, philosophy of life, age and other grounds mentioned in this code of conduct.
3. Discriminating, sexist or other abusive or offensive statements or jokes, oral or written, are not permitted.
4. Aggressive acts or utterances are not allowed.
5. The stipulated under 1 is also expressed by offering opportunities for experiencing expressions related to gender, philosophy of life and age.

Article 6 Dealings between volunteers and board members

1. Employees are guided by contacts with other employees through the rules of conduct in this code of conduct.
2. Employees do not accept aggressive behavior from other employees and do not themselves take any initiative towards aggressive behavior towards them.
3. Employees do not accept sexual behavior of other employees and do not themselves take any initiative towards sexual behavior towards them.
4. Employees do not accept discriminating behavior from other employees and do not cooperate with or take any initiative towards discriminatory behavior.

Article 7 Operation towards participants, customers, visitors and third parties

1. This code of conduct will be communicated to all employees by CMTC-OVM.
2. Participants, customers, visitors of CMTC-OVM and third parties are expected not to act contrary to the provisions included in this code of conduct. Where appropriate, they can be informed of the existence and content of this code of conduct.

Article 8 Supervision

The management of CMTC-OVM is responsible for supervising compliance with the provisions of this code of conduct.

Article 9 Complaints

In case of violation of the code of conduct an employee can signal this and report this to the Complaints Committee. The Complaints Committee is responsible for internal processing in the first instance. If there is reason for the employee to do so, he or she can submit a complaint. For more information about the complaints procedure and the procedures, he or she can turn to the 'CMTC-OVM complaints regulation' document.

Article 10 Evaluation

As often as necessary, but at least once a year, this code of conduct is evaluated during a board meeting and adjusted where necessary.

Based on: <http://onzemanieren.nl/Gedragcode.pdf>