

(English version below)

Kodeks for trænere og ledere i Volleyball Danmarks aktiviteter

Som træner eller leder i Volleyball Danmarks aktiviteter er du med til at gøre en forskel for børn og unge. Du er ikke kun formidler af teknik og spil, men også en vigtig rollemodel, der er med til at skabe trygge rammer, gode oplevelser og lysten til at blive i sporten.

Dette kodeks er udarbejdet for at understøtte dig i den rolle og sikre, at vi sammen skaber et miljø præget af respekt, ansvarlighed og trivsel for alle spillere. Retningslinjerne er derfor ikke kun rammer – men et fælles fundament for den kultur, vi ønsker i Volleyball Danmark.

1. Den gode tone

I arbejdet med børn og unge er kommunikationen afgørende:

- Der skal altid kommunikeres respektfuldt og anerkendende
- En kammeratlig tone er velkommen, men sarkasme og ironi bør undgås, da det kan misforstås
- Træneren har ansvar for at skabe et trygt og inkluderende miljø
- Alle behandles lige uanset køn, niveau, baggrund mv.

2. Kontakt til spillere og klubsifte

Er du engageret i en klub, må der hverken under en camp eller samling i 7 dage før eller efter campen/samlingen være kontakt mellem dig og en spiller i forhold til drøftelser angående klubsifte.

Ved et foreslået klubsifte for spillere under 18 år, som ikke er initieret af spilleren selv eller dennes forældre, skal følgende overholdes:

- Den nye klub skal kontakte spillerens nuværende klub forud for dialog med spilleren
- Spillerens forældre skal ligeledes kontaktes inden yderligere dialog

For spillere over 18 år, men som har været en del af en camp/samling, anbefaler Volleyball Danmark, at ved et klubsifte, som ikke er initieret af spilleren selv, kontaktes spillerens nuværende klub forud for dialog med spilleren.

3. Neutral og loyal repræsentation

Når du deltager i Volleyball Danmarks aktiviteter:

- Repræsenterer du Volleyball Danmark – ikke din egen klub
- Du skal fremstå neutral, herunder i valg af beklædning (Volleyball Danmark-tøj eller neutralt tøj)

- Du må ikke fremme egen klubs interesser over for spillere
- Du agerer loyalt over for Volleyball Danmark

4. Skriftlig kommunikation med spillere

Ved kommunikation med spillere – særligt under 18 år – gælder følgende:

- Ved én-til-én kommunikation skal forældre eller relevant træner være cc
- Ved gruppekommunikation kan sociale medier anvendes
- Generelt anbefales det, at kommunikation foregår via formelle og gennemsigtige kanaler. Sørg for at udvise en professionel adfærd online

5. Grænser og adfærd

Det er afgørende, at alle trænere og ledere udviser professionel adfærd:

- Grænseoverskridende adfærd accepteres ikke
- Udstilling eller ydmygelse af spillere er uacceptabelt
- Fysisk kontakt skal altid være relevant, respektfuld og situationsbestemt
- Enhver form for upassende berøring er udelukket
- Undgå at være alene med et barn/en ung i et lukket rum

6. Alkohol, rygning og rusmidler

Når du deltager i en Volleyball Danmark aktivitet:

- Ryger/damper du ikke hvor børn og unge opholder sig
- Indtager du ikke snus eller andre rusmidler, hvor børn og unge opholder sig
- Indtager du ikke alkohol i samme lokale, hvor børn og unge opholder sig
- Er du ikke påvirket

Er der spørgsmål til ovenstående eller har du oplevet en bekymrende eller uhensigtsmæssig adfærd kontakt sportschefen eller bredde-og udviklingschefen:

<https://volleyball.dk/administration/>

Vi er glade for, at netop du er en del af Volleyball Danmarks træner- og ledergruppe. Du er med til at forme oplevelser, relationer og udvikling for vores børn og unge – og det ansvar værdsætter vi højt. For Volleyball Danmark er det afgørende, at vores spillere mødes af trænere og ledere, der arbejder motiverende, respektfuldt og med forståelse for den enkelte. Når du som repræsentant for Volleyball Danmark følger disse retningslinjer, er vi overbeviste om, at du er med til at skabe både gode sportslige rammer og stærke fællesskaber.

ENGLISH VERSION

Code of Conduct for Coaches and Leaders in Volleyball Denmark Activities

As a coach or leader in Volleyball Denmark activities, you help make a difference for children and young people. You are not only responsible for teaching skills and the game, but also an important role model who contributes to creating a safe environment, positive experiences, and a desire to stay in the sport.

This code of conduct has been developed to support you in this role and to ensure that, together, we create an environment characterized by respect, responsibility, and well-being for all players. These guidelines are therefore not just a framework—but a shared foundation for the culture we want in Volleyball Denmark.

1. Respectful communication When working with children and young people, communication is essential:

- Communication must always be respectful and appreciative
- A friendly tone is welcome, but sarcasm and irony should be avoided as they may be misunderstood
- The coach is responsible for creating a safe and inclusive environment
- Everyone must be treated equally regardless of gender, level, background, etc.

2. Contact with players and club transfers If you are affiliated with a club, there must be no contact between you and a player regarding discussions about a club transfer during a camp or gathering, or within 7 days before or after the camp/gathering.

In the case of a proposed club transfer for players under 18 that is not initiated by the player or their parents, the following must be observed:

- The new club must contact the player's current club before initiating dialogue with the player
- The player's parents must also be contacted before any further dialogue

For players over 18 who have participated in a camp or gathering, Volleyball Denmark recommends that, in the case of a club transfer not initiated by the player, the player's current club is contacted before initiating dialogue with the player.

3. Neutral and loyal representation When participating in Volleyball Denmark activities:

- You represent Volleyball Denmark—not your own club
- You must appear neutral, including in your choice of clothing (Volleyball Denmark apparel or neutral clothing)
- You must not promote your own club's interests to players
- You act loyally towards Volleyball Denmark

4. Written communication with players When communicating with players—especially those under 18—the following applies:

- In one-to-one communication, parents or a relevant coach must be cc'd



- In group communication, social media may be used
- In general, communication should take place through formal and transparent channels
- Ensure that you demonstrate professional behavior online

5. Boundaries and conduct It is essential that all coaches and leaders demonstrate professional behavior:

- Boundary-crossing behavior is not accepted
- Public shaming or humiliation of players is unacceptable
- Physical contact must always be relevant, respectful, and appropriate to the situation
- Any form of inappropriate touching is strictly prohibited
- Avoid being alone with a child/young person in a closed room

6. Alcohol, smoking, and substances When participating in a Volleyball Denmark activity:

- Do not smoke or vape where children and young people are present
- Do not use snus or other substances where children and young people are present
- Do not consume alcohol in the same room as children and young people
- Do not be under the influence

If you have any questions regarding the above, or if you have experienced concerning or inappropriate behavior, please contact the Head of Sport or the Head of Development and Grassroots: <https://volleyball.dk/administration/>

We are pleased that you are part of Volleyball Denmark's team of coaches and leaders. You help shape experiences, relationships, and development for our children and young people—and we highly value that responsibility.

For Volleyball Denmark, it is essential that our players are met by coaches and leaders who work in a motivating and respectful way, with an understanding of each individual. By following these guidelines as a representative of Volleyball Denmark, we are confident that you contribute to creating both strong sporting environments and supportive communities.