

# Appendix: Integrity Code of Conduct

## Onderwijsstichting Esprit

Adopted by the Executive Board following a positive recommendation by the joint participation council on 14 December 2022

The staff fulfil an exemplary function in their environment. This exemplary function is evident in the way we demonstrate or refrain from specific behaviour. Below follows a list of examples of desired behaviour. Many of these seem self-explanatory, but nevertheless it is important to mention them. This list gives examples and is not an exhaustive summary. No distinction is made between the various positions and occupational groups at Esprit.

We would like to emphasise that we believe it is important for us to talk about integrity amongst ourselves, what we understand it to mean and what behaviour is appropriate in that respect. More information can be found on the subject on the 'School & Veiligheid' website: [www.scholenveiligheid.nl](http://www.scholenveiligheid.nl)

- Staff members promote public safety for their students.
- Staff members are aware in all situations of their exemplary function towards students.
- Staff members do not abuse the relationship of dependence arising from their position.
- Staff members call students, parents and colleagues to account regarding undesirable conduct.
- Staff members treat confidential information as such.
- Staff members are familiar with existing protocols, agreements made, statutory regulations and complaints procedures and act accordingly.
- Staff members do not seek private contact with students.
- Staff members have physical contact with a student purely on a functional basis, taking account of the student's boundaries.
- Staff members avoid one-to-one situations with a student as far as possible. If this is necessary, however, they must ensure that they are visible to others.
- Online contact between staff members and students is school-related, with correct use of language.
- Staff members do not permit any intimacy with a student in writing, with images, gestures or touching.
- Staff members do not make any jokes or comments with sexual, racist or discriminatory overtones.
- Staff members ensure that no posters, drawings or other articles with sexual, racist or discriminatory overtones are placed that could be hurtful or offensive.
- Staff members do not engage in any sexual acts with students.
- Staff members do not enter into a love relationship with a student.
- Staff members demonstrate clear professional boundaries if a student urges intimacy.
- Staff members who suspect a sex crime between a member of the school staff and a minor student at the school will report this immediately to the competent authorities in accordance with the staff's duty to report.
- Staff members who become aware of a criminal offence will report this to the management immediately. For a summary of criminal offences, the '*School en*

*Veiligheid*' website has an article entitled: '*Aangifte doen in het onderwijs*' ('Reporting an offence at school').

Desirable conduct in connection with stimulants.

- Smoking:

- Staff members do not smoke in the Esprit school buildings.
- Staff members who smoke do so outside the school building, in the designated area and out of sight of students.

- Alcohol:

- Staff members do not consume alcohol during working hours and are never under the influence of alcohol during working hours.  
Please note: this also means that no alcohol is permitted during activities where you are responsible for students.

- Drugs:

- Staff members do not use drugs during working hours and are never under the influence of drugs during working hours.