

**Get moved
by motion**

30.09 – 08.10

**Artistic
Gymnastics
World Championships**
ANTWERP 2023

Volunteer Agreement

www.antwerpgymnastics2023.com

Contracting parties:

Flemish Gymnastics Federation

Name: Gymnastiekfederatie Vlaanderen VZW
Address: Zuiderlaan 13 – 9000 Gent
Telephone: 09-243 12 00
E-mail: elineverbeeck@gymfed.be
Selfless objective:

Association without lucrative purpose, legally represented by Ilse Arys, indicated under 'Gymfed'

Legal status: ASBL
Here validly represented by Ilse Arys.
Hereafter referred to as "Gymfed"

and

The volunteer

Surname:
First name:

hereafter referred to as "the volunteer"

The following is agreed

ART 1. Subject of the agreement

Gymfed agrees that the volunteer will carry out the following activities as part of the volunteer work: set-up/dismantling, control/security, administration, reception, catering, logistics, sports organisations, press & media, marketing.

These activities are carried out without obligation and free of charge in consultation with Gymfed.



ART 2. Execution of the agreement

The volunteer explicitly acknowledges having taken note of the statutes and regulations of Gymfed and commits to respecting them at all times, in particular the codes of conduct that constitute an integral part of them. He/she/they also explicitly accepts the implementation of all disciplinary regulations (including the Disciplinary Regulations on Transgressive Behaviour) Gymfed and the jurisdiction of the disciplinary bodies at first instance and on appeal provided therein, as well as the possibility of a disciplinary sanction and/or order measure being taken against him/her/they. The volunteer agrees that any sanction taken against him/her/they will be made known to other sports clubs and federations and government services.

The volunteer will scrupulously comply with all the rules specific to sports practice and competition when carrying out assignments. In particular, he/she/they shall refrain from offensive or unsportive statements or attitudes. It is strictly forbidden to say anything or do anything that could endanger the moral, physical or psychological integrity of any athlete or other person involved.

Any unsporting behaviour or remarks may result in sanctions and possibly, in case of serious infringement, even termination of this Agreement. Violations that could affect the moral, physical or psychological integrity will be sanctioned with immediate termination of this agreement at the expense and to the detriment of the volunteer, whereby the sports club reserves the right to claim damages if justified.

ART 3. NATURE OF THE AGREEMENT

The performance of the activities cannot give rise to any form of remuneration. At no time during the execution of this agreement can voluntary work be tacitly transformed into work under an employment contract. Consequently, the sports club has no obligations with regard to social security or tax regulations.

ART 4. DURATION OF THE AGREEMENT

The volunteer work is scheduled between 24 September and 10 October 2023. The agreement may be terminated at any time by mutual agreement between the sports club and the volunteer or by unilateral written notice from either party.



ART 5.LIABILITY

The volunteer can only be held responsible for harm inflicted upon third parties during their volunteer work in the event of intentional, grave misconduct or repeated minor misconduct.

ART 6.INSURANCES

Gymfed takes out the following insurance policies:

- A civil liability insurance policy (excluding contractual liability) covering the damage that would be caused by the volunteer while performing the volunteer activity.
- Company with which the insurance was taken out:
- Policy number: 45.262.250

ART 7. REIMBURSEMENT OF COSTS

Gymfed does not reimburse volunteering expenses.

ART 8.DUTY OF CONFIDENTIALITY

If the volunteer becomes aware of confidential or secret information entrusted to them during the voluntary work, they must not disclose or use it unless necessary for the assignment's performance, legal obligation or providing evidence. Breaching this obligation may result in contract termination, expenses and damages incurred by the volunteer.

ART 9.ABSENCE OF THE VOLUNTEER

The volunteer will notify Gymfed (the commission responsible) if they are unable to adhere to the specified time schedule.

ART 10. IMPLEMENTATION OF THE TASKS

Gymfed will provide the volunteer with the necessary documentation and equipment to carry out the volunteer work in an appropriate manner.



ART 11. BENEFIT-ELIGIBLE VOLUNTEERS

The volunteer undertakes to inform the following bodies and, if necessary, to obtain prior authorisation to carry out voluntary work (this list is not exhaustive):

- the National Employment Service in the event of unemployment or early retirement
- the health insurance fund in the event of disability
- the Public Social Welfare Centre, if the volunteer receives a subsistence allowance or other assistance.

ART 12. PROTECTION OF PRIVACY

- Gymfed is committed to complying with all applicable laws regarding the privacy of volunteers. Volunteers' personal information will be handled in accordance with the club's privacy policy.
- The volunteer undertakes to comply with the following agreements when accessing personal data in the performance of his/her duties. These apply to both paper and electronic personal data.
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- Personal data received by the volunteer on behalf of the sports organisation may only be used for the agreed purposes within the scope of your duties;
- Personal information received will be kept secure so that it cannot be lost or accessed by others;
- Personal data that is no longer needed is deleted immediately;
- Data may not be passed on to others unless necessary for the performance of the assigned tasks;
- If the volunteer's duties cease, current files and active data will be transferred to the sports organisation for further processing or to someone who will take over these duties. Other (personal) data will be deleted immediately.
- If questions are asked about the use of personal data, the volunteer will refer to the sports organisation's privacy policy. If this is not sufficient, the volunteer will be referred to the responsible person in the sports organisation and/or, if available, to the "Data Protection Officer". Contact details can be found in the sports organisation's privacy statement.



- If a data leak occurs, the responsible person of the sports organisation and/or, if available, the "Data Protection Officer" shall be contacted immediately (no later than 24 hours after discovery of the incident).

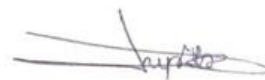
ART 13. VARIOUS PROVISIONS

- Any other activities of the Volunteer outside the scope of this Agreement shall in no way adversely affect the performance of this Agreement.
- Any disputes relating to this agreement shall be resolved in the first instance by the parties in good mutual consultation. If no solution can be found by mutual consultation, the most diligent party may submit the dispute to the courts of the district in which Gymfed's registered office is located.
- The parties expressly declare that the present agreement shall be governed by Belgian law.

Made up in 2 copies, of which both the volunteer and Gymfed will receive a signed copy,
in Ghent on 14 September 2023.

The volunteer,

Gymfed,



Signature

Signature



