

## WORKSTREAM 6 – Conduct, guidelines and ethics

### Action 1: create codes of conduct for all groups in your sport club

#### Example of a code of conduct for ATHLETES

- 1) **We treat everyone with respect.** We respect our fellow athletes, opponents, coaches, referees, jury members, supporters and club volunteers. We show this by speaking to them respectfully, both on and off the field, and by always demonstrating fair play.
- 2) **We ensure a great group atmosphere.** We ensure that everyone feels welcome, valued, respected for who they are, and free to be themselves. We stand firmly against any form of interpersonal violence, bullying, discrimination, racism, sexism, homo- and transphobia.
- 3) **We ask permission.** We ask if it is okay to touch, notably if we want to help someone with a movement or exercise. The same goes for taking photos or videos- we always make sure everyone is comfortable and agrees with it, and with sharing, especially on social media. We respect each other's personal boundaries and speak about this openly with each other.
- 4) **We are honest.** If we are injured, unwell, or not feeling up to training, we speak about this with our coach so that we can always practice our sport in a healthy way. Being honest about our wellbeing helps take care of ourselves and supports the team as a whole!
- 5) **We speak up.** If we notice that someone is struggling, is being mistreated, or is being asked to do something against their will, we report it to the Safeguarding Officer, to someone from the club board, or an adult we trust. We all play a role in keeping our environment safe and respectful.

#### Example of a code of conduct for COACHES

- 1) **We treat everyone with respect.** We respect our athletes, opponents, fellow coaches, referees, jury members, supporters and club volunteers. We demonstrate this by speaking to them respectfully and by displaying fair play, both on and off the field.
- 2) **We ensure that our athletes experience the best possible enjoyment.** We do everything we can to ensure that athletes enjoy their sporting experience to the

fullest, and that they learn, grow and develop – not only as athletes. We recognise that sport is a powerful tool for learning life-long skills that athletes can use in various areas.

- 3) **We value dialogue with our athletes.** We encourage open communication and personal involvement with and among athletes. We always try to understand our athletes' feelings and perspectives and seek alignment through regular dialogue.
- 4) **We take care of and take responsibility for our athletes.** We pay attention to athletes and their problems, in the sport and beyond their sporting performance and we are open to conversations about their challenges and well-being. We recognise that behind the athlete, whether a child, young person or adult, is a developing individual.
- 5) **We seek expert advice.** We respect the guidance of medical, psychological, nutritional and other experts who safeguard our athletes' health and wellbeing and adjust the training accordingly. We actively involve experts who can optimally advise us and engage athletes in the decision-making process.
- 6) **We lead by example.** We try to remain calm, even in difficult and challenging circumstances. We show appropriate behaviour in both training and competitive environments. We refrain from any offensive, insulting and/or hurtful behaviour and we do not shout at athletes to achieve certain goals. If we make a mistake, we apologize. We always try to be a positive role model!
- 7) **We recognise and praise effort.** We acknowledge the daily efforts of our athletes and provide constructive, positive feedback, regardless of the result. We strive to push boundaries together, in a stimulating way, always considering athletes' personal goals and ambitions.
- 8) **We respect physical and psychological boundaries.** A pat on the back is nice when things are not going so well and can offer encouragement, but we are aware that not everyone welcomes physical contact. When necessary to give certain instructions, we ask permission. We are aware of our position of authority and never misuse it.
- 9) **We are approachable and available.** We are accessible and open, creating a safe environment where athletes and colleagues trust us and feel comfortable sharing doubts and concerns. We recognise our role as leaders, both on and off the field, and we take this responsibility seriously. We communicate about this to help lower the threshold for our athletes and colleagues.

## Example of a code of conduct for BOARD MEMBERS

- 1) **We treat everyone with respect.** We respect our athletes, opponents, coaches, referees, jury members, supporters and club volunteers. We show this by speaking to them respectfully and by demonstrating fair play, both on and off the field.
- 2) **We lead by example.** We recognise that we have a role model function and that our actions influence those around us, and we strive to always set a positive example.
- 3) **We act with integrity and fairness.** We do not abuse our position of authority and always put the interests and well-being of all our club members first.
- 4) **We foster a safe and inclusive environment.** We actively promote and contribute to creating a psychologically and physically safe environment for everyone. We support the Safeguarding Officer in raising awareness of his/her role and communicate openly about the importance of safeguarding. When concerns or incidents are brought to us, we take them seriously, with respect for the people involved.
- 5) **We know our place.** While we offer support when needed, we leave coaching and everything that comes with it in terms of decisions to the coaches. We encourage others to take on responsibilities, enabling them to grow in their functions or roles. We are aware of the broader social context around each individual, but we uphold clear boundaries and avoid interfering in private matters.
- 6) **We protect the privacy of our members.** We handle personal information with care, in compliance with data protection including managing documentation, reporting, and interactions with third parties in accordance with standards and regulations.