

## **CODE OF CONDUCT FOR THE PROTECTION OF MINORS AND THE PREVENTION OF HARASSMENT, GENDER-BASED VIOLENCE, AND ANY OTHER FORMS OF DISCRIMINATION**

The recipients of this Code of Conduct are technical instructors, managers, and collaborators of any title, level, and qualification. The aforementioned individuals are responsible for the growth of young trainees and members, as well as the creation of a positive, safe, and stimulating environment for sports practice. To this end, they are required to set a good example and be role models for the members affiliated with ASD/SSD.

All the aforementioned individuals, who have direct contact with minor trainees and members, are obliged to comply with this Code of Conduct, which they fully accept after reviewing it. Any alleged violation of the Code of Conduct must be reported and verified according to the established Organizational and Control Model for sports activities. Measures and sanctions can range from a verbal warning to suspension and termination of collaboration, which may be supplemented by additional training and awareness sessions.

ASD PERSONAL TRAINER STUDIO is committed to ensuring a safe, respectful, and inclusive environment for all participants, including minors and vulnerable adults. The following code of conduct sets out the expectations and responsibilities for everyone involved in the activities of the sports club.

### **1. Respect and Dignity:**

- We respect the dignity and integrity of all individuals involved in the activities of the sports club, without any form of discrimination.
- We treat everyone with courtesy, kindness, and respect, avoiding offensive language and intimidating or abusive behavior.

### **2. Safety and Well-being:**

- We prioritize the safety and well-being of all participants by adopting appropriate measures to prevent abuse, harassment, or any form of harm.
- We respect the rights and opinions of others, providing an environment where concerns can be freely expressed or inappropriate behaviors reported.

### **3. Appropriate Behavior:**

- We maintain professional and appropriate behavior in all interactions with participants, avoiding any form of inappropriate physical contact.
- We avoid situations that might be perceived as suspicious or inappropriate, maintaining transparent and respectful conduct.

### **4. Adequate Communication:**

- We communicate clearly, openly, and respectfully with participants, parents, colleagues, and other members of the sports club.
- We maintain confidentiality and respect the privacy of those involved, avoiding unauthorized disclosure of personal or sensitive information.

### **5. Training and Awareness:**

- We participate in training and awareness programs on safeguarding to acquire the necessary skills and knowledge to prevent and respond to abuse.
- We recognize our role and responsibility in protecting participants and reporting any concerns or suspicions of abuse to the relevant authorities.

### **6. Collaboration and Accountability:**

- We collaborate with other members of the sports club and relevant authorities to ensure a safe and respectful environment for everyone.
- We are ready to be accountable for our actions and decisions, responding transparently and responsibly to concerns raised by the sports community.

All recipients of this Code of Conduct commit to:

- Respect and protect the rights, dignity, and value of all members involved, regardless of age, race, skin color, ethnic, national or social origin, sex, disability, language, religion, political opinion, social status, sexual orientation, or any other reason. The technical instructor is required to exhibit civil and non-discriminatory behavior, not ignoring, facilitating, or tacitly collaborating in activities that involve unjust discrimination against members.
- Adhere to the rules in all phases of activities.
- Encourage and promote fair play, discipline, fairness, and a spirit of collaboration.
- Not assume or tolerate offensive behavior or language towards athletes, parents, referees, staff members, or any other individuals involved in the activities; not tolerate or participate in illegal, abusive behavior or anything that endangers the physical and/or mental safety of minors.
- Always support and applaud the efforts of athletes and value them regardless of on-field results, promoting a culture of hard work and enjoyment.
- Convey serenity, enthusiasm, and passion.
- Educate about respect, commitment, and collaboration.
- Continuously update on the necessary knowledge to best perform assigned tasks and on the subject of child protection.
- Respect the Organizational and Control Model for sports activities, prioritizing the well-being, safety, and enjoyment of all members above anything else.
- Combat and prevent any form of bullying among minors.
- Listen to the needs, requests, and concerns of all members.
- Not humiliate or belittle members or their efforts during a competition or training session.
- Not act in a way that shames, humiliates, belittles, or despises a minor, or perpetrate any other form of emotional abuse.
- Not engage in sexual activities or have a sexual relationship with members under 18 and not make sexually suggestive comments, always showing respectful and discreet behavior.
- Not have relationships with minors that could be considered exploitative, abusive, or mistreatment.
- Not allow sexually provocative or inappropriate games, phrases, or behaviors.
- Ensure that all activities are suited to the capabilities, age, physical and emotional maturity, experience, and skills of the members, particularly minor trainees.
- Work together with other staff members to protect and promote the interests and well-being of each member.
- Never commit physical abuse or inflict punishments that could be considered physical abuse.
- Build fruitful relationships with the parents of minor members to team up for their growth and protection.
- Always ensure that minors are adequately supervised and that away games and activities are safe.
- Ensure that the health, safety, and well-being of members are primary objectives over technical-sporting success or any other consideration.
- Organize work, the workplace, and away activities to minimize risks.
- Respect the privacy of minors, especially in particularly sensitive areas which must be supervised to ensure their privacy.
- Avoid performing personal tasks for minors that they can do themselves.
- Ensure that any healthcare treatments (e.g., medical examination, post-injury assistance, physiotherapy treatment) are carried out openly and in a supervised environment rather than in private, always with the presence of a third party (another member, adult).
- Avoid spending time alone with minors away from other individuals.

- Not leave minors unsupervised during activities and, at the end of activities, ensure they leave the sports facility accompanied by their parent or an authorized person unless minors have been previously authorized to leave the facility independently and without an adult. Any authorization must be duly signed by the individuals exercising parental responsibility over the minor.
- Not use social media inappropriately, not involve minors in private social media conversations, and never post comments or share images that could compromise their well-being or cause harm.
- Not acquire, hold, and publish photographs or disclose other information about children and young people or their families on any paper or digital media (e.g., personal or club/organization social media, websites, personal online communication tools, etc.) without the related release form signed by parents or guardians to keep and/or use such material.
- Report any concerns about the safety and well-being of athletes to the Abuse, Violence, and Discrimination Officer, in accordance with the Organizational and Control Model for sports activities.
- Consult the Officer in case of doubts about the participation of athletes, in accordance with the Organizational and Control Model for sports activities, if necessary to promote the inclusion of athletes with physical or intellectual-relational disabilities.

I agree to respect and adhere to this code of conduct and commit to promoting a safe, respectful, and inclusive environment within ASD\_\_\_\_\_.

Signature:

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Date:

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The Code can be printed and distributed to all members of the association/club, who must sign it to confirm their commitment to respecting and adhering to it. It is important to also provide training and awareness sessions to ensure a full understanding and effective implementation of the code of conduct.