

## **ORGANIZATIONAL AND CONTROL MODEL FOR SPORTS ACTIVITY**

This organizational and control model for sports activity is prepared by ASD Personal Trainer Studio, as provided for in paragraph 2 of Article 16 of Legislative Decree No. 39 of February 28, 2021, using the guidelines published by the Italian Weightlifting Federation. It applies to anyone participating in any role or capacity in the activities of ASD Personal Trainer Studio, regardless of the sport practiced. It is valid for four years from the date of approval and must be updated whenever necessary to incorporate any modifications and additions to the Fundamental Principles issued by CONI, any further provisions issued by the National Board of CONI, and the recommendations of the CONI Permanent Observatory for Safeguarding Policies. The objective of this model is to promote an inclusive culture and environment that ensure the dignity and respect of the rights of all members, especially minors, and guarantee equality and fairness, while also valuing diversity and protecting the physical and moral integrity of all members. This organizational and control model for sports activity must be published on the homepage of the Association's website, displayed at the Association's headquarters, and communicated to the Federation's Safeguarding Officer to protect members from abuse and discriminatory behavior, along with the appointment of the Officer responsible for preventing abuse, violence, and discrimination. This model complements and does not replace the Regulation for the Protection of Members from Abuse and Discriminatory Behavior of the Italian Weightlifting Federation.

**Rights and Duties** All members are recognized the fundamental rights to:

- Dignified and respectful treatment in all associative relationships, contexts, and situations;
- Protection from all forms of abuse, harassment, gender-based violence, and any other condition of discrimination, regardless of ethnicity, personal beliefs, disabilities, age, gender identity, sexual orientation, language, political opinion, religion, financial status, birth, physical, intellectual, relational, or sporting condition;
- Health and psycho-physical well-being as prevailing over any sporting result.

Anyone participating in any role or capacity in sports activities, directly or indirectly, must respect all provisions and regulations to protect the indicated rights of members. Coaches, managers, members, and all other members must be familiar with this model, the Code of Conduct for the protection of minors and the prevention of harassment, gender-based violence, and any other condition of discrimination, and the Regulation for the Protection of Members from Abuse and Discriminatory Behavior of the Italian Weightlifting Federation.

**Prevention and Risk Management** Relevant Behaviors For the purposes of this model, the following are considered relevant behaviors:

- Psychological abuse: Any undesired act, including disrespect, confinement, intimidation, isolation, or any other treatment that can impact a member's sense of identity, dignity, and self-esteem, or intimidate, disturb, or alter the member's peace of mind, even if perpetrated through digital means;
- Physical abuse: Any conduct carried out or attempted (including hitting, punching, beating, choking, slapping, kicking, or throwing objects) that can cause real or potential harm to health, trauma, physical injury, or damage the psycho-physical integrity of the member. This includes inducing a member to perform inappropriate physical activity for better performance or forcing sick, injured, or otherwise pained athletes to train. It also includes behaviors that promote alcohol consumption, use of substances banned by current regulations, or doping practices;
- Sexual harassment: Any undesired and unwanted act or behavior of a sexual nature, whether verbal, non-verbal, or physical, causing discomfort or disturbance. This includes making

sexually explicit comments or allusions, unwelcome sexual requests, calls, messages, letters, or any other form of communication with sexual content, even if intimidating, degrading, or humiliating;

- Sexual abuse: Any behavior or conduct of a sexual nature, with or without contact, considered unwanted, or where consent is coerced, manipulated, not given, or denied. This includes forcing a member to engage in inappropriate or unwanted sexual conduct or observing the member in inappropriate conditions and contexts;
- Negligence: The failure of a manager, coach, or any member to intervene, despite the duties of their role, upon learning of any event, behavior, or act mentioned in this model, causing harm, allowing harm to be caused, or creating imminent danger of harm. This includes persistent and systematic neglect of the physical and/or psychological needs of the member;
- Neglect: Failure to meet basic physical, medical, educational, and emotional needs;
- Religious abuse: Preventing, conditioning, or limiting the right to freely practice one's religion and perform its rites in private or public, provided they are not contrary to good morals;
- Bullying, cyberbullying: Any offensive and/or aggressive behavior that an individual or group can carry out, personally, through social networks, or other communication tools, either isolated or repeated over time, to exercise power or dominance over a member. This includes repeated behaviors of domination and oppression intended to intimidate or disturb a member, causing discomfort, insecurity, fear, exclusion, or isolation (including humiliations, criticisms of physical appearance, verbal threats related to sports performance, spreading unfounded rumors, threats of physical repercussions, or damage to possessions);
- Discriminatory behaviors: Any behavior aimed at achieving a discriminatory effect based on ethnicity, color, physical characteristics, gender, socio-economic status, sports performance and abilities, religion, personal beliefs, disabilities, age, or sexual orientation.

Relevant behaviors can occur in any form and manner, including in-person and through electronic means, on the web, and via messages, emails, social networks, and blogs.

**Officer Against Abuse, Violence, and Discrimination** The Association appoints an Officer Against Abuse, Violence, and Discrimination to prevent and counter any type of abuse, violence, and discrimination against members and to ensure the protection of the physical and moral integrity of athletes. The Officer must be autonomous and, if possible, independent from social offices and relationships with coaches and technicians, and will be selected from among those with experience in the field, communication skills, and the ability to manage delicate situations. The Officer must be properly trained and attend informational seminars organized by the Italian Federation to which the Association is affiliated. A judicial record certificate must be obtained before appointment. A person with a criminal conviction, even if not definitive, for intentional crimes cannot be designated as the Officer. In any case, the safeguarding officer within sports organizations performs oversight functions regarding the adoption and updating of models and codes of conduct, as well as a recipient of any relevant reports for safeguarding policies, potentially performing inspection functions. The safeguarding officer must raise awareness among association members on safeguarding issues and collaborate with competent authorities. The safeguarding officer must define and publicize clear communication channels for association members to report cases of abuse or mistreatment and establish procedures for recording and managing received reports. The safeguarding officer must ensure the confidentiality and privacy of information regarding cases of abuse or mistreatment, handling sensitive information confidentially and respecting the privacy of those involved. The Board of Directors may suspend or remove the safeguarding officer in case of non-compliance with requirements or violation of association policies regarding child protection.

**Use of Association Spaces** Access to the premises and spaces managed or used by the Association during training and trial sessions for minor members must always be guaranteed to those exercising

parental responsibility or to those entrusted with the care of athletes or their delegates. All necessary measures must be taken in the structures managed or used by the Association to prevent any risk situation. During training or trial sessions, access to the locker rooms is allowed only to athletes of ASD Personal Trainer Studio. During training or trial sessions, access to the locker rooms is not permitted to external users or parents/accompanying persons, except with prior authorization from a coach or manager, and only for possible assistance to members under 6 years of age or with motor or intellectual/relational disabilities. In case of necessity, while ensuring timely emergency medical intervention if needed, access to the infirmary is allowed to the team doctor or, in case of a sports event, to the event doctor or, in their absence, to a coach trained in first aid procedures exclusively for strictly necessary first aid procedures for the injured person. The door must remain open, and if possible, at least one other person (athlete, coach, manager, collaborator, etc.) must be present.

**Travel** In case of trips requiring an overnight stay, athletes must be allocated rooms, possibly shared with athletes of the same gender, separate from those where coaches, managers, or other chaperones will stay, except in the case of close kinship between the athlete and the chaperone. During trips of any kind, chaperones must supervise the athletes, especially minors, taking all necessary actions to ensure their physical and moral integrity and prevent any relevant behavior under this model.

**Privacy Protection** All athletes (or those exercising parental authority), coaches, managers, collaborators, and members of the Association, upon registration/membership, and whenever personal data is collected, must be provided with information on the processing of personal data pursuant to Article 13 of the European Regulation 679/2016 (GDPR). Collected data must be managed and processed according to the methods described in the aforementioned Regulation and only based on the necessity to perform the contract to which the data subjects are parties, compliance with a legal obligation, or based on consent. Particular categories of personal data (such as racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade union membership, genetic data, biometric data to uniquely identify a person, data concerning health, or sexual life or orientation) can only be processed with the free and explicit consent of the data subject, given in writing, except for cases of compliance with legal and regulatory obligations. The Association, while obtaining prior consent at the time of registration/membership, may publish on its communication channels photos depicting members taken during training and competition sessions, but it is not allowed to produce and publish images that may cause embarrassment or danger to members. The Association must inform its members, or those who exercise parental responsibility or those entrusted with the care of the athletes, of any other safeguarding policies adopted by the sports federations to which it is affiliated.