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

The addressees of this Code of Conduct are technical instructors, managers

chaperones, employees in any role, level and qualification.

These individuals are responsible for the growth of children and young members

as well as the creation of a positive, safe and stimulating environment for the sports activities.

To this end, they are required to set a good example and be a role model for the underage members of A.S.D. Sport Promotion Bolzano.

All persons mentioned above, who have direct contact with underage members are obliged to comply with the Code of Conduct, which they accept in full after reading it.

having viewed it.

Any alleged breach of the Code of Conduct must be reported and verified according to the guidelines set out in the Organisational and Control Model of the sporting activity. The measures and sanctions adopted may range from a verbal warning verbal warning up to suspension or termination of cooperation, and may include further training and awareness-raising.

A.S.D. Sport Promotion Bolzano is committed to ensuring a safe, respectful and inclusive environment for all participants, especially minors.

The following Code of Conduct sets out the expectations and responsibilities for all those who participate in the activities of the sports club.

**1. Respect and dignity:**

* We respect the dignity and integrity of all persons involved in the activities of the

sports club, without any form of discrimination.

* We treat everyone with courtesy, kindness and respect, avoiding offensive language, intimidating or abusive behaviour.

**2. Safety and well-being:**

* We prioritise the safety and well-being of all participants by taking appropriate measures to prevent abuse, harassment or any form of harm.
* We respect the rights and opinions of others and create an environment in which

concerns can be freely expressed or inappropriate behaviour can be reported.

**3. Appropriate behaviour:**

* We maintain professional and appropriate behaviour in all interactions with participants and avoid any form of inappropriate physical contact.
* We avoid situations that may be perceived as suspicious or inappropriate and always behave in a transparent and respectful manner.

**4. Appropriate communication:**

* We communicate clearly, openly and respectfully with participants, parents, colleagues and other members of the sports club.
* We respect the confidentiality and privacy of those involved, avoiding disclosing personal or sensitive information without authorization.

**5. Training and awareness:**

* We participate in training and awareness programmes for the protection of minors, in order to acquire the skills and knowledge necessary to prevent and deal with cases of abuse.
* We recognise our role and responsibility in protecting the participants and report any concerns or suspicions of abuse to the relevant competent authorities.

**6. Collaboration and responsibility:**

* We cooperate with other members of the sports club and the appropriate authorities

to ensure a safe and respectful environment for all.

* We are prepared to be accountable for our actions and decisions and to respond in a transparently and responsibly to the concerns of the sports community.

**All addressees of this Code of Conduct undertake to:**

* Respect and protect the rights, dignity and worth of all persons involved regardless of age, race, colour, ethnic, national or social origin, gender, disability, language, religion, political opinion, social status sexual orientation or any other characteristic. Technical instructors are are expected to behave in a civilised and non-discriminatory manner that does not facilitate or tacitly support any form of unfair discrimination against participants.
* Respect the rules in all phases of activities.
* Promote and support fair play, discipline, correctness and team spirit.
* Do not tolerate or adopt offensive behaviour or language towards athletes, parents, referees, staff members or other persons involved.
* Do not tolerate or participate in illegal, abusive or dangerous behaviour of minors.
* Always support and value the efforts of young athletes, regardless of results, promoting a culture of fun and pleasure in sport.
* Convey serenity, enthusiasm and passion.
* Educating respect, commitment and cooperation.
* Keeping up to date on a regular basis in order to best fulfil assigned tasks and to stay informed on the protection of minors.
* Respect the organizational and control model of sports activities, putting the well-being, safety and enjoyment of all participants above all other considerations.
* Combat and prevent all forms of bullying between minors.
* Listening to the needs, requests and concerns of all persons involved.
* Do not humiliate or belittle participants during competitions or training.
* Avoid behaviour that could be perceived by a child as offensive, humiliating or degrading and do not adopt attitudes of emotional abuse.
* Not exploiting minors for personal or financial gain.
* Avoiding behaviour towards children that may, even psychologically, adversely affect their harmonious and social development.
* Do not engage in sexual relations or make comments of a sexual nature;
* Always maintain respectful and discreet behaviour.
* Do not engage in relationships with minors that could be considered as exploitation, abuse or violence.
* Ensure that all activities are appropriate to the abilities, age, physical and emotional

physical and emotional maturity, experience and skills of participants in particular, of minors.

* Never commit physical abuse or inflict punishment or sanctions that can be considered physical abuse.
* Establish positive relationships with the parents of minor members to support their development and protection.
* Ensure that minors are always adequately supervised and that competitions, trips and off-site activities, including overnight accommodation, are safe.
* Ensure that the health, safety and welfare of participants have priority over sporting success or other considerations.
* Organise work, venues and off-site activities in such a way as to minimise risks.
* Respect the privacy of minors, particularly in sensitive locations, which must be supervised so as to ensure their confidentiality.
* Ensure that medical treatments (e.g. medical examinations, treatment post-injury treatment, physiotherapy) take place in an open and supervised environment, never in private spaces, and always in the presence of a third person (another member or an adult).
* Avoid spending time alone with minors outside the field of vision of other people.
* Do not leave minors without adequate supervision during activities. At end of the activities, the responsibility for the punctual collection of children who cannot return home independently falls to their parents or legal guardians.
* The club assumes responsibility for supervision exclusively for the duration of the activities, from the beginning to the end of training.
* Do not use social media inappropriately, do not engage minors in private conversations on social media and never post comments or share images that may compromise their well-being or cause them harm.
* Do not acquire, possess or publish photos or other information about children and children/young people or their families, either on paper or digital media (e.g, personal or club/organization social media, websites, personal online communication tools), without the explicit consent of the parents or legal guardians for the storage and/or use of such material.
* Report any concerns about the safety and welfare of athletes to the person responsible for protection against abuse, violence and discrimination, in accordance with the provisions of the organizational model and control of sporting activities.