**ORGANISATIONAL AND CONTROL MODEL**

**OF THE A.S.D. SPORT PROMOTION BOLZANO**

**Foreword**

This organizational and control model (hereinafter the ‘Model’) has been drawn up by the Amateur Sports Association Sport Promotion Bolzano, in accordance with Legislative Decree no. 39/2021 and the guidelines of the Italian Badminton Federation. It applies to all members of the association, as well as to all persons who participate, in any function or role, in association activities.

The main objective of the Model is to create a respectful, safe and inclusive, while guaranteeing the dignity and integrity of all persons involved.

Particular attention is paid to the protection of children, young people and vulnerable persons.

This model also serves as a guide for preventing and combating all forms of physical, psychological or sexual violence and all types of discrimination.

**1. Rights and duties of members Fundamental rights of all members**

* **Respect and dignity**: Every member is entitled to respectful, fair and free from discrimination in all situations and contexts of the association activity.
* **Protection against violence**: All forms of abuse, harassment, discrimination or violence (physical, psychological or sexual) is prohibited.
* **Prevalence of health**: Health and psychophysical well-being must always take priority over sporting achievements.

**Duties of members**:

* Knowledge of and compliance with this model and the Code of Conduct for the prevention of violence and discrimination.
* Active promotion of Fair Play, respect and inclusion.
* Reporting suspected cases or inappropriate behaviour to the person responsible.

**2. Values and philosophy of the association**

The Amateur Sports Association Sport Promotion Bolzano stands for the following fundamental values and principles:

* **Fair Play**: Respect for rules, opponents, coaches, referees, other organizers and oneself.
* **Solidarity**: A sense of community and mutual support are fundamental pillars of our association.
* **Discipline and respect**: Through sporting activity, personal responsibility, team spirit and personal responsibility, team spirit and social skills.
* **Inclusion and equal opportunities**: The association guarantees access to all regardless of origin, gender, language, physical condition or social status.

In particular, children and young people are supported in becoming awareness of their abilities and on the path towards taking responsibility towards themselves and others.

**3. Prevention and management of inappropriate behaviour**

**Relevant behaviours**

Inappropriate behaviour addressed by the model includes:

1. **Psychological violence**: Humiliation, isolation, intimidation, digital harassment

(e.g. cyberbullying).

2. **Physical violence**: All forms of personal injury or forced and inappropriate.

3. **Sexual harassment and abuse**: unwanted or manipulative behaviour of a sexual nature.

4. **Discrimination**: Unequal treatment based on ethnicity, age, gender, physical abilities or other characteristics.

5. **Neglect**: Failure to assist or support individuals under guardianship.

6. **Religious discrimination**: Restriction of the right to freedom of religion.

7. **Bullying and cyberbullying**: Repeated intimidation or exclusion in real or digital environment.

**Reporting and procedures**

* Suspected cases or inappropriate behaviour must be reported immediately to the responsible Safeguarding person.
* Reports can be made confidentially via:

o **E-mail**: fellinfamily@libero.it

o **Personal interviews** with the Safeguarding person.

* In urgent or serious cases, the Italian Badminton Federation will be informed and, if

necessary, the competent authorities, such as the police.

**4. Safeguarding**

For the implementation of the Model and the protection of members, the association appoints a Safeguarding person:

Duties:

* Prevention: Member training and awareness-raising on issues such as violence and discrimination.
* Intervention: Receiving reports, documenting and coordinating of follow-up measures.
* Collaboration: Involvement of specialised bodies, if necessary.
* Protection of confidentiality: Ensuring that all reports are treated respecting the privacy of the persons involved.

The person in charge of Safeguarding must have expertise specific skills, experience and independence.

**5. Protective Measures in Association Life**

1. **Use of training facilities**: Access to training facilities must be granted, during sessions with underage members, to legal guardians or those responsible for their supervision.

responsible for their supervision. All necessary measures must be taken necessary to prevent dangerous situations. During training access to the changing rooms is restricted to members only. Parents or third parties may only with prior authorization.

2. **Transfer**: During transfers with overnight stay, the athletes must be accommodated in separate facilities from the coach(s)/coach(s) or accompanying persons, except in the case of close relatives. The accompanying persons have a duty to supervise minors and

minors and to ensure their safety.

3. **Protection of privacy**: Personal data is handled in accordance with Article 13 of European Regulation 679/2016 (GDPR).

**6. Sanctions for inappropriate conduct**

Conduct contrary to the rules laid down in this model entails graduated sanctions:

1. **Verbal warning** (for minor infringements)

2. **Written warning** (in case of repetition)

3. **Temporary exclusion** from association activities

4. **Permanent exclusion** for serious behaviour

The nature and severity of the sanction depend on the seriousness of the behaviour, the

role of the person involved and the repetition of offences.

**7. Communication and training**

The association undertakes to:

* Make this model accessible to all members on the website
* Organise regular awareness-raising and training activities
* Promote a culture of open communication in which children, young people and

adults feel safe.

**Final provisions**

This model is regularly reviewed and, if necessary, updated to ensure compliance with current regulations and the needs of the association.

**A.S.D. Sport Promotion Bolzano is committed to the fairness, respect and protection of its members.**