

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

The recipients of this Code of Conduct are technical instructors, managers, collaborators in any capacity, level and qualification. The above subjects are responsible for the growth of young students and members as well as for the creation of a positive, safe and stimulating environment for the practice of sport. To this end, they are called upon to set a good example and to be a model for the students affiliated with the amateur sports club.

All the above-mentioned subjects, who have direct contact with underage students and members, are obliged to comply with the Code of Conduct, which they accept in full after reading it. Any alleged violation of the Code of Conduct must be reported and verified in accordance with the provisions of the Organizational and Control Model of Sports Activity.

The measures and sanctions put in place may range from verbal warnings to suspension and termination of collaboration

The **amateur sports club Univela Sailing** 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 all those involved in the activities of the amateur sports club.

1. **Respect and Dignity:** - We respect the dignity and integrity of all people involved in the activities of the sports club, without discrimination of any kind. - We treat everyone with courtesy, kindness and respect, avoiding offensive language, intimidating or abusive behavior.
2. **Safety and Well-being:** - We put the safety and well-being of all participants first, taking appropriate measures to prevent abuse, harassment or any form of harm. - We respect the rights and opinions of others, providing an environment where you feel free to express concerns or report inappropriate behavior.
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 may be perceived as suspicious or inappropriate, maintaining transparent and respectful behavior.
4. **Proper Communication:** - We communicate clearly, openly and respectfully with participants, parents, colleagues and other members of the sports club. - We maintain the confidentiality and respect for the privacy of the individuals involved, avoiding unauthorized disclosure of personal or sensitive information.
5. **Training and Awareness:** - We participate in safeguarding training and awareness programs to acquire the skills and knowledge necessary to prevent and respond to abuse. - We recognize our role and responsibility to protect participants and report any concerns or suspicions of abuse to the appropriate 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 all. - We are ready to

accountable for our actions and decisions, responding transparently and accountably to concerns raised by the sports community.

All recipients of this Code of Conduct undertake to:

- respect and protect the rights, dignity and value of all members involved, regardless of their age, skin colour, 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 behave civilly and anti-discriminatory in order not to ignore, facilitate or even tacitly collaborate in activities that involve unfair discrimination against members;
- follow the rules at all stages of activities;
- encourage and promote fair play, discipline, fairness, and the spirit of collaboration;
- not to engage in or tolerate offensive behavior or language towards athletes, parents, Race Officials, staff members or any other person involved in the activities; not to tolerate or participate in behavior of minors that is illegal, abusive or that puts their physical and/or mental safety at risk;
- always support and applaud the efforts of young athletes and enhance them regardless of the results on the field, promoting the culture of work and fun;
- convey serenity, enthusiasm and passion;
- educate to respect, commitment and collaboration;
- constantly update themselves on the knowledge necessary to best fulfill the tasks assigned and on the issue of child protection;
- respect the organizational and control model of sporting activity, consider the well-being, safety and enjoyment of all members above all else;
- combat and prevent any form of bullying among minors; - listen to the needs, requests, concerns of all members;
- not humiliating or belittling members or their efforts during a race or practice session;
- not act in a way that shames, humiliates, belittles or despises a minor, or perpetrates any other form of emotional abuse;
- not to exploit a minor for personal or economic gain;
- not to have attitudes towards minors that - even from a psychological point of view - may negatively affect their harmonious and socio-relational development;
- not engage in sexual activities or have sexual intercourse with members under the age of 18 and not make sexually suggestive comments showing respectful and discreet behavior;

- not have relationships with minors that could in any way be considered exploitative, mistreated or abused;
- not allow sexually provocative or inappropriate games, phrases, attitudes;
- ensure that all activities are adapted to the abilities, age, physical and emotional maturity, experience and ability of the members, in particular underage pupils;
- work together with other staff members to protect and promote the interests and well-being of each member;
- not to perform acts and not to inflict punishments or punishments that can be traced back to physical abuse;
- weave fruitful relationships with the parents of underage members in order to team up for their growth and protection;
- always make sure that minors are adequately supervised and that competitions and activities, both at home and away, are safe;
- ensure that the health, safety and well-being of members are a primary objective with respect to technical-sporting success or any other consideration;
- organize work, the workplace and business trips in such a way as to minimize risks;
- respect the privacy of minors, especially in particularly sensitive places where they must be supervised, so as to guarantee the privacy of minors;
- avoid doing personal activities for minors that they themselves can do on their own;
- ensure that any health care treatment (e.g. medical examination, post-injury care, physiotherapy treatment), takes place in an open and supervised environment, rather than indoors or in private and always with the presence of a third party (other member, adult);
- avoid spending time alone with minors away from other subjects;
- Do not let minors remain without adequate supervision during the activities and, at the end of the same, make sure that they leave the sports facility accompanied by their own parent or an authorized person, if the minors have not been previously authorized to leave the facility independently and without the presence of an adult. Each authorization must be duly signed by the persons exercising parental responsibility over the minor;
- not to use social media inappropriately, not to involve minors in private conversations on social media and never to post comments or share images that could compromise their well-being or cause them harm;
- not to acquire, possess and publish photographs or disseminate other information about children and young people or their families on any paper or digital medium (e.g. personal or club/organizational social media, websites, personal online communication tools,

etc.) in the absence of the relevant release signed by the parents or guardians in order to be able to keep and/or use such material produced (*including registration for regattas, rallies, institutional acts*);

- report any doubts about the safety and well-being of athletes by contacting the Person in charge against abuse, violence and discrimination, in accordance with the provisions of the Organizational and Control Model of Sports Activity;

- consult the *Safeguarding Manager* in case of doubts about the participation of athletes, in accordance with the provisions of the Organizational and Control Model of Sports Activity, in case of need to promote the sports inclusion of athletes with physical or intellectual-relational disabilities.

I agree to respect and adhere to this code of conduct and to commit myself to promoting a safe, respectful and inclusive environment within the amateur sports club Univela Sailing.

Signature: _____ Date: _____

Note.

The Code can be printed and distributed to all members and members of the association/society, who must sign it to confirm their adherence and their commitment to respect it.

It is also important to provide training and awareness sessions to ensure a comprehensive understanding and effective application of the code of conduct.