



CODE OF ETHICS

Based on ISI code of conduct

Violations of any Code of Ethics are subject to disciplinary action up to and including termination from the club.

Approved by the board of SR ishokki in August 2021

1. Conduct yourself with integrity and decorum towards yourself and others.
2. Exercise loyalty and discretion in your work, however, within the statutory duty of notification.
3. Do not misuse your authority or any distinction you may have over others.
4. Exercise equality and avoid offending the dignity of individuals or groups, for example regarding race, ethnicity, religion, outlook on life, disability, social standing, age, sexual orientation, sexual awareness, gender properties or expression, in any walk of life.
5. Never participate, directly or indirectly, in betting, gambling, lottery or such events or trading in connection with sports events whose outcome you may affect.
6. Accept neither gifts nor benefits that could result in diminishing your credibility, independence or impartiality.



CODE OF ETHICS

AGAINST SEXUAL HARASSMENT AND SEXUAL VIOLENCE

Based on IBR code of conduct

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Approved by the board of SR ishokki in August 2021

1. Treat everyone with respect and avoid any form of interactions, actions or behaviour that might be hurtful or offensive.
2. Avoid physical contact that might cause distress or discomfort.
3. Avoid verbal communication that might be construed as sexual.
4. Avoid making statements, jokes or expressing opinions that are pejorative with regard to other people's gender and sexual orientation.
5. Avoid being alone with a person who practises sports or another individual over whom you are in a position of authority
6. Maintain a professional distance from sportspeople and others over whom you are in a position of authority. Be responsible in your interactions. Avoid telephone or social media communications about anything not related to the sports activities.
7. Avoid romantic or sexual relationships with sportspeople and others over whom you are in a position of authority if you are a coach, manager, staff member, volunteer, member of the health team or in any other position of authority.
 - a. Any kind of sexual interaction between a coach and a sportsperson younger than 18 years is entirely prohibited.
 - b. If a coach has a romantic or sexual relationship with a sportsperson that has reached the age of consent, that coach shall immediately inform the manager/chairman of the relevant sports association about this.
8. Do not abuse your position of authority for sexual purposes.



CODE OF CONDUCT FOR COACHES

Based on ISI code of conduct

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Approved by the board of SR ishokki in August 2021

1. BE RESPECTFUL IN YOUR CONDUCT

- a. Treat every athlete the same, irrespective of age, gender, race, sexual orientation, disability, political opinions, origin, religion or social standing.
- b. Show respect for the individual, irrespective of his/her competence or ambition to succeed.
- c. Show respect for the opponent and promote all athletes to do the same.

4. RESPECT THE WORK AND DUTIES OF THE COACH

- a. Make demands upon yourself regarding use of words, conduct, punctuality, preparation and teaching/training.
- b. Show respect for the sport and the club and abide by the rules.
- c. Exercise ambition in your work and seek ways to expand and increase your knowledge.
- d. Plan your work with respect to the competence and maturity of the athletes.
- e. Be unafraid to seek collaboration with other coaches or experts.
- f. Take your leadership role seriously and use your position in a constructive manner.
- g. Keep the athletes and their relatives informed about the training.

2. BE HONEST

- a. Follow the rules of your sport, emphasize honesty (fair play) and encourage the athletes to do the same.
- b. Promote a positive and sporty environment, free of narcotics and performance enhancing drugs.
- c. Exercise utmost confidentiality and caution when handling and possessing personal information. Exemption from the rule of confidentiality may only take place if there is a pressing need to do so and if this conforms to law.
- d. Never participate in betting, gambling or trading in connection with sports events whose outcome you may affect.

5. WHAT SERVES THE ATHLETE THE BEST?

- a. Ensure a safe environment and that the facilities suit the age and maturity of the athletes.
- b. Place the health and safety of the athletes at the top of your priorities, and refrain from placing them in situations that might jeopardize their health and safety.
- c. Pay attention and show care for those who have suffered injuries and those who turn to you because of mental discomfort.
- d. Refrain from placing yourself in a position of being alone with an athlete.

I have read and studied these Codes of Conduct for Coaches and will abide by and honor them in my work for the club.

3. BE A GOOD ROLE MODEL BOTH INSIDE AND OUTSIDE THE SPORTS ARENA

- a. All athletes deserve attention and equal opportunity.
- b. Do your utmost to see to it that the athletes get the most out of their training.
- c. Be fair, considerate and honest.
- d. Promote a healthy lifestyle by setting a good example.

6. VIOLENCE IS NOT TOLERATED IN THE SPORTS MOVEMENT

- a. Be alert and take necessary steps against any violence, i.e. physical, sexual and mental.
- b. Do not abuse your position and power sexually or in any other manner.
- c. Refrain from making physical contact with the athletes unless this is a vital part of the training.
- d. You are obligated to notify the child protection service if there is any suspicion of a child having been neglected, abused or lives in circumstances that may jeopardize his/her health and development.



CODE OF CONDUCT FOR BOARD MEMBERS AND STAFF

1. CONDUCT YOURSELF WITH INTEGRITY

- a. Treat everyone the same, irrespective of age, gender, race, sexual orientation, disability, political opinions, origin, religion or social standing.
- b. Respect the opinions of others.

3. BE A GOOD ROLE MODEL FOR CLUB MEMBERS

- a. Always exercise exemplary conduct and behavior, both within and outside the club.
- b. Honor democratic rules and transparency in your decision-making and supervise in conformity with the Rules on Responsible Financial Management.
- c. Be fair, considerate and honest.
- d. Exercise ambition in your work and responsibility for your own conduct.
- e. Do not misuse your position and authority through sexual behavior or by other means.

2. BE HONEST

- a. Abide by the rules of the sports movement, promote honesty (fair play) and encourage all club members to do the same.
- b. Promote a positive and sporty environment, free of narcotics and performance enhancing drugs.
- c. Exercise utmost confidentiality when appropriate.
- d. Never participate in betting, gambling or trading in connection with sports events whose outcome you may affect. Never provide information about sports that could generate monetary profit for you or others.
- e. Avoid or notify financial and personal conflicts of interests.

4. RESPECT THE CLUB'S ACTIVITIES

- a. Know the statutes and rules of the club.
- b. Safeguard the spirit and values of the club.
- c. Respect democratic work procedures.
- d. Show respect for sports, and respect their rules, customs and practices.
- e. Exercise respect towards all athletes, the referees, the coaches and the staff, and promote the athletes and the club members doing the same.
- f. You are obligated to notify the child protection service if there is any suspicion of a child having been neglected, abused or lives in circumstances that may jeopardize his/her health and development.



CODE OF CONDUCT FOR ATHLETES

Based on ISI code of conduct

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Approved by the board of SR ishokki in August 2021

1. CONDUCT YOURSELF WITH DIGNITY

- a. Treat everyone the same irrespective of age, gender, race, sexual orientation, disability, political opinions, origin, religion or social standing.
- b. Show respect for individuals irrespective of his/her competence or ambition to succeed.
- c. Show respect for the sport, and abide by its rules, customs and practices.
- d. Show respect for the opponents, the referees, the parents/custodians, the volunteers, the coaches and other staff.
- e. Contribute to creating a positive atmosphere, free of physical, mental and sexual violence.

2. BE HONEST

- a. Follow the rules of your sport and conduct yourself with perfect integrity and courtesy, both towards yourself and others.
- b. Contribute to create a positive atmosphere and an environment free of narcotics and performance enhancing drugs.
- c. Never participate in betting, gambling or trading in connection with sports events where you might affect the outcome. Never provide information about sports that you personally or others might profit from.

3. BE A GOOD ROLE MODEL, BOTH ON AND OUTSIDE THE FIELD

- a. Be responsible for your own actions and conduct.
- b. Do your utmost in order to get the most out of your training.
- c. Be fair, considerate and honest, and bear in mind that you are a role model for younger athletes.
- d. Adopt and exercise a healthy lifestyle.
- e. Do not misuse your position and authority through sexual behavior or by other means.



GUIDELINES FOR CONDUCT OF PARENTS/CUSTODIANS

- ①. Remember your child is in sports for him-/herself, not for you.
- ②. Encourage your child to participate in sports - do not force the child to do so.
- ③. Encourage all children, not only yours.
- ④. Be positive in your attitude, also when the results in sports could be better.
- ⑤. Show respect for all athletes, the referees, the volunteers, coaches and other staff.
- ⑥. Show respect for the children's rights – every child is unique.
- ⑦. Remember that the role of the coach is to train, while the parents' role is to encourage.
- ⑧. Inform in instances of teasing, mobbing or harassment.
- ⑨. Show respect for the club's activities and be an active participant.
- ⑩. Do not misuse your position and authority through sexual behavior or by other means.
- ⑪. Never participate in betting, gambling or trading in connection with sports events whose results you may impact. Never provide information about sports from which you personally or others might profit.
- ⑫. 12. You should notify the child protection service if there is suspicion of a child having been neglected, abused or lives in circumstances that may jeopardize his/her health and development.