

Code of Conduct for Board Members, Employees, or Other Officials of T.S.S.V. Braga

A board member, employee, or official of T.S.S.V. Braga:

Provides a safe environment.

Creates an environment and atmosphere in which social safety is guaranteed and perceived as such.

Is of service.

Always act in the interest of the association or other legal entity and focus on the interests of members and/or affiliates.

Is open.

Act as transparently as possible, making accountability straightforward and providing insight into actions and motives.

Is reliable.

Abide by rules, including statutes, regulations, and decisions of the KNSB and ISU, as well as agreements. Use information solely for the organization's purposes. Do not use confidential information for personal gain or for the benefit of others.

Is careful.

Act respectfully and prioritize equal treatment. Consider interests fairly and appropriately. Be accurate and sincere when stating experience and positions; be able to provide a Certificate of Good Conduct (VOG). Handle confidential information with care and integrity. Substantiate board decisions thoroughly so that the chosen direction is understood.

Avoids (the appearance of) conflicts of interest.

Do not hold secondary positions that conflict, or may conflict, with your role, and do not engage in financial interests that could conflict with your position. Prevent the appearance of favoritism in collaborations

or partnerships that undermine fair competition. Do not accept gifts or donations intended to provide personal advantage. Do not offer gifts, services, or promises in your role that contravene regulations.

Does not diminish the dignity of others.

Refrain from discriminatory, derogatory, or intimidating remarks or behavior. Do not make distinctions based on religion, beliefs, political affiliation, race, gender, sexual orientation, cultural background, age, or other characteristics. Exclude no one and be tolerant.

Sets a good example.

Be a role model for others and refrain from conduct or statements that discredit the sport. Behave courteously and respectfully, and avoid offensive or insulting remarks, including on social media.

Supports safe, clean, and fair sport.

Commit fully to ensuring that all athletes and coaches are bound by and knowledgeable of relevant rules, including the anti-doping regulations, sexual harassment regulations (including mandatory reporting), match-fixing regulations, and the alcohol policy for sports canteens. Athletes and coaches must be subject to disciplinary rules where applicable. Additionally, board members are responsible for drafting behavioral rules for their own association in collaboration with members, coaches, and parents.

Takes reports and signs of inappropriate or transgressive behavior seriously.

Work to keep integrity an open topic of discussion. Ensure organizational awareness of inappropriate and/or transgressive behavior. Encourage reporting of undesirable behavior to the board or the Confidential Contact Person (VCP) of the club, the KNSB, or the Centre for Safe Sport Netherlands. Act appropriately against violations of rules and norms by athletes, employees, supporters, and others.

Chooses integrity in staff and partners.

Strive to work with honest employees, officials, entrepreneurs, agents, suppliers, sponsors, etc. Aim for a situation where the sports organization operates internally and externally with individuals and organizations of unquestionable integrity. Verify that an official is of good standing, request a Certificate of Good Conduct (VOG), and conduct background checks relevant to the

intended role. Investigate business partners, among others.

Is incorruptible.

Be aware of the risks of match-fixing and act accordingly. Do not bet on the sport you are involved in, and do not provide bookmakers or others with unpublished information about a match or any aspect of a match in which you are involved.

Upholds rules and standards.

Ensure compliance with regulations, house rules, this code of conduct, the duty to report sexual harassment, and other norms.

Respects this code of conduct also in the online world.

If you would not do something in real life, do not do it online. Be aware that anything published on the internet can be found forever.

