Code of conduct of the Squash Factory Schengen-Lëtzebuerg

1. Aim

This Code of Conduct serves as a binding basis for all members of the Squash Factory Schengen-Lëtzebuerg. It defines our common values, establishes clear rules of conduct and ensures a respectful, safe and fair environment for everyone involved. The document combines the ethical principles of our club with concrete guidelines for training and competition.

2. Basic values of our club

Ethics and integrity

- We respect the ethical principles of sport
- We act with integrity and promote high moral values
- We live these values on and off the pitch
- We have zero tolerance for banned substances to enhance performance
- We report suspected cases to the relevant authorities

Community and respect

- We create a warm and welcoming environment
- We value every person and treat everyone with dignity
- We reject any form of discrimination, especially on the basis of
    - Skin color or ethnic origin
    - Gender identity or sexual orientation
    - Age or disability
    - Religion or belief
    - Marital status or socio-economic status
- We promote exchange, togetherness and cohesion
- We create a safe environment for all members
- We do not tolerate any form of violence, harassment or abuse

Sporting values

- We live fair play and respect rules and referee decisions
- We show commitment, dedication and perseverance
- We support each other and share successes and failures
- We focus on the joy of sport

3. General rules of conduct

For all members

1. Respectful interaction
   - Polite and respectful communication with all participants
   - No discrimination based on skin color, gender identity, sexual orientation, age, disability, religion, ethnic origin or socio-economic status
   - Active promotion of an inclusive environment

2. Safety and prevention
   - Active prevention of abuse, harassment and exploitation
   - Immediate reporting of problems or misconduct
   - Strict adherence to all club policies

3. Discipline and personal responsibility
   - Punctuality for all club activities
   - Adequate preparation and proper equipment
   - Following the instructions of those responsible

4. Addictive substances
   - No alcohol consumption at squash events
   - No smoking, especially in the presence of children

4. Specific rules

Trainers and supervisors

1. Qualification and professionalism
   - Proof of sufficient qualifications
   - Adaptation of training to age and abilities
   - Ensuring appropriate supervision conditions

2. Protection and boundaries
   - Maintaining a professional distance from athletes
   - Absolute avoidance of intimate relationships, especially with minors
   - No solo situations with underage athletes
   - No private accommodation for athletes

3. Communication and Feedback
   - Clear communication of expectations
   - Constructive, constructive feedback
   - Avoidance of devaluation or sarcasm

Athletes

1. Professional relationships
   - Maintain appropriate boundaries with coaches and support staff
   - No intimate relationships with support staff

2. Responsibilities
   - Immediate reporting of incidents or injuries
   - Information in the event of delays or absences
   - Knowledge of and compliance with sports rules

3. Sporting behavior
   - Fair and respectful behavior
   - Acceptance of referee decisions
   - Acting as a role model on and off the pitch

<u>Parents and legal guardians</u>

1. Health and safety
   - Communication of relevant medical information
   - Knowledge of the child's whereabouts
   - Avoidance of unaccompanied transportation by coaches

2. Support and commitment
   - Positive encouragement of the child
   - Interested but not overbearing participation
   - Information in case of absences
   - Coordination of several training activities

5. Practical guidelines

<u>Use of the sports facility</u>

1. General rules
   - Access to the sports hall only with sports shoes
   - No glass bottles in the hall
   - No food in the sports hall
   - Minimization of unnecessary objects

2. Changing rooms
   - Use for changing clothes
   - Maintaining privacy
   - Leave in a tidy condition

3. Equipment and material
   - Careful handling of club equipment
   - Immediate reporting of damage
   - Assistance with set-up and dismantling

4. Environmental protection
   - Economical use of water
   - Correct waste disposal
   - Minimization of environmental pollution

6. Rights and obligations

Rights of the members

1. Sports development
   - Right to qualified training
   - Use of the infrastructure
   - Integration into the club community

2. Respectful treatment
   - Non-discriminatory treatment
   - Open communication
   - Integration into the community

Obligations of the members

1. Financial obligations
   - Punctual payment of the membership fee
   - Contribution to the financial well-being of the association

2. Participation and commitment
   - Regular participation in training
   - Punctuality
   - Compliance with the club rules

3. Representation
   - Dignified behavior
   - Positive representation of the club
   - Embodiment of the association's values

7. Sanctions

The following measures may be taken in the event of breaches of this Code of Conduct:

1. First stage
   - Verbal warning
   - Temporary exclusion from training

2. Second stage
   - Written warning
   - Longer-term suspension
   - Non-profit association work

3. Third stage
   - Non-renewal of the license
   - Final exclusion from the club

The imposition of sanctions is based on the principle of proportionality and serves to protect the integrity of the association.

Declaration of commitment
I hereby confirm that I have read the Code of Conduct of the Squash Factory Schengen-Lëtzebuerg and undertake to comply with it.

Surname and first name: _____

Date: _____

Signature: _____
(For minors, signature of the legal representative)

With the note “read and accepted”