

# **ORGANIZATIONAL MODEL OF SPORT MANAGEMENT OF BOCCONI SPORT TEAM SSD A R.L.**

## **Introduction**

Bocconi Sport Team SSD a r.l. (hereinafter also referred to as "**Bocconi Sport Team**" or "**Club**") is an amateur sports club with limited liability, based in Milan, which carries out on a stable basis the organization and management of amateur sports activities including training, teaching, preparation and assistance in amateur sports activities, among students, employees and faculty of Bocconi University, as well as among those who have graduated from Bocconi University.

Bocconi Sport Team is affiliated with: Italian Volleyball Federation (hereinafter referred to as "FIPAV"), Corporate and Industrial Sports Centers (hereinafter referred to as "C.S.A.In."), Italian Hockey Federation (hereinafter referred to as "FIH"), Italian Swimming Federation (hereinafter referred to as "FIN"), Italian Football Federation (hereinafter referred to as "FIGC") and Italian Basketball Federation (hereinafter referred to as "FIP"). The Club reserves the right to affiliate with other Federations and/or Sports Promotion Bodies in the future.

Bocconi Sport Team adopts this Model in compliance with Article 16(2) of Italian Legislative Decree No. 39/2021 and by the Resolution of the National Council of CONI No. 255/2023, according to the Guidelines issued by FIPAV with Resolution No. 108/2023.

As stipulated in Article 16(2) of Legislative Decree 39/2021, in fact, in the case of a sports club affiliated with more than one deserving National Sports Federations, Associated Sports Disciplines, Sports Promotion Bodies and Associations, it may apply the guidelines issued by only one of the affiliating bodies, notifying the other(s) of the same.

In view of this, Bocconi Sport Team acknowledges the Guidelines issued by FIPAV and immediately hereby notifies the Safeguarding Policy Officer of each Federation and Sports Promotion Body with which it is affiliated.

This document is therefore intended to implement the principles enshrined in national legislation aimed at guaranteeing the fundamental right of Club Members to be treated with respect and dignity, as well as protection from all forms of abuse, harassment, gender-based violence and any other condition of discrimination, provided for in Legislative Decree No. 198/2006, regardless of one's ethnicity, beliefs, disability, age, gender identity, sexual orientation, language, political opinion, religion, wealth status, birth, physical, intellectual, relational or sporting status.

In this context, the right to health and psychophysical wellbeing of Club Members takes a central role, and is configured as a value absolutely overriding sports achievements that needs effective protection.

Bocconi Sport Team takes every measure to ensure gender equality and inclusiveness, including in the language of its official documents. It adopts gender-neutral language, with the use of the generic masculine as referring to all potentially included and/or affected persons.

## **Art. 1 - Purpose**

1. This document regulates and governs the tools for preventing and combating all forms of abuse, harassment, gender-based violence or discrimination on the grounds of ethnicity, religion, belief, disability, age or sexual orientation or for the reasons referred to in Legislative Decree no. 198/2006

implemented to the detriment of Club Members, within Bocconi Sport Team SSD a r.l.

2. The rules and provisions contained in these regulations recall and conform to the Guidelines adopted by FIPAV currently in force and constitute the set of rules of conduct with which all members of the club are required to comply in order to:

- a. promote the right of all Club Members to be protected from all forms of harassment, violence or discrimination;
- b. promote an inclusive culture and environment that ensures dignity and respect for the rights of all Club Members, especially minors, and ensures equality and fairness, as well as values diversity;
- c. make Club Members aware of their rights, duties, obligations and responsibilities;
- d. identify and implement appropriate safeguarding measures, procedures and policies, also in accordance with the recommendations of the Safeguarding Office at FIPAV and other Federations and Sport Promotion Bodies to which the Club is affiliated, aimed at reducing the risks of rights-violating conduct, especially against Club Members of minor age;
- e. provide for the timely, effective and confidential handling of reports of harassment, violence and discrimination and the protection of whistleblowers;
- f. inform Club Members, including minors, about the measures and procedures for preventing and combating the phenomena of harassment, violence and discrimination and, in particular, the procedures for reporting the same;
- g. encourage the participation of Members of the association in initiatives organized by the Federations and/or Sport Promotion Bodies within the framework of safeguarding policies;
- h. ensure the involvement of all those who participate in any capacity in the sporting activity in the implementation of the Club's safeguarding measures, procedures and policies.

## **Art. 2 - Scope of Application**

The individuals required to comply with this document include:

- a) all members of the Bocconi Sport Team SSD a r.l. Club;
- b) all those who have working or volunteer relationships with the Club;
- c) all those who, in any capacity, have relations with the Club.

## **Article 3 - Risk Prevention and Management**

For the purposes of this Model, the following constitute relevant conduct:

- a) Psychological harassment: any unwanted act, including disrespect, confinement, overpowering, isolation or any other treatment that may affect the Member's sense of identity, dignity and self-esteem, or so as to intimidate, disturb or alter the Member's peace of mind, even if perpetrated through the use of digital tools;
- b) "Physical harassment" means any experienced or attempted conduct (including beating, punching,

choking, slapping, kicking or throwing of objects), which is capable in an actual or potential sense of directly or indirectly causing harm to health, trauma, physical injury, or which damages the minor's mental and physical development to such an extent that it impairs his or her healthy and peaceful growth. Such acts may also consist of inducing a Member to perform inappropriate physical activity (for the purpose of better sports performance) such as administering inappropriate practice loads based on age, gender, structure and physical ability or forcing sick, injured or otherwise sore athletes to train, as well as the improper, excessive, unlawful or arbitrary use of sports equipment. This includes behaviors that encourage the consumption of alcohol, substances otherwise prohibited by current regulations or doping practices;

- c) "Sexual harassment," any unwanted and unwelcome act or behavior of a sexual nature, whether verbal, nonverbal or physical that results in serious annoyance, discomfort or disturbance. Such acts or behavior may also consist of engaging in inappropriate body language, making sexually explicit remarks or allusions, as well as unwanted or unwelcome requests having sexual connotations, or telephone calls, messages, letters or any other form of communication with sexual content, including those with an intimidating, degrading or humiliating effect;
- d) "Sexual abuse," any behavior or conduct having sexual connotations, without contact, or with contact and considered unwanted, or where consent is coerced, manipulated, not given or denied. It can also consist of forcing a Member to engage in inappropriate or unwanted sexual conduct, or observing the Member in inappropriate conditions and contexts;
- e) "Negligence" means the failure to intervene on the part of a manager, coach or any Member, including by reason of the duties arising from his or her role, who, having become aware of any of the events, conduct, behavior or acts referred to herein, fails to intervene thus causing harm, allowing harm to be caused, or creating imminent danger of harm. It can also consist of persistent and systematic disregard, i.e. neglect, of the Member's physical and/or psychological needs;
- f) "Neglect," the failure to meet basic physical, medical, educational and emotional needs;
- g) "Religious type harassment," the hindering, conditioning or restricting of the right to freely profess one's religious faith and to worship in private or in public as long as the rituals are not contrary to morality;
- h) "Bullying, cyberbullying," any abusive and/or aggressive behavior that an individual or multiple individuals may engage in, personally, through social networks or other communication tools, either in isolation or repeatedly over time, against one or more Members with the purpose of exercising power or dominance over the Member. They can also consist of repeated behaviors of prevarication and abuse designed to intimidate or upset a Member that result in a condition of discomfort, insecurity, fear, exclusion or isolation (including humiliation, criticism regarding physical appearance, verbal threats, including in relation to sports performance, spreading unfounded news, threats of physical repercussion or damage to objects owned by the victim);
- i) "Discriminatory behavior," any behavior designed to achieve a discriminatory effect based on ethnicity, skin color, physical characteristics, gender, socioeconomic status, athletic performance and ability, religion, belief, disability, age or sexual orientation.

#### **Art. 4 - Standards of Conduct**

It is the responsibility of the Club to structure itself in such a way as to implement the purposes set forth in Article 1 by conforming its conduct to the standards of conduct set forth below:

- a) ensure an environment inspired by principles of equality and protection of freedom, dignity and inviolability of the person:

- *arranging practice rosters and competition participation, avoiding discrimination among athletes based on gender, ethnicity, cultural affiliation, etc.;*

**b)** reserve for every Member attention, commitment and respect, regardless of age, ethnicity, social status, political opinion, religious conviction, gender, sexual orientation, disability and others:

- *providing for rules of conduct designed to ensure, for each athlete, that he or she can be adequately supervised in the performance of sports activities;*
- *providing for the presence of an adequate number of coaches in relation to the composition of each group of athletes who are part of the teams belonging to the Bocconi Sport Team sections;*
- *requiring coaches, athletes and managers to use non-discriminatory language;*

**c)** have the sports activity carried out with respect for the physical, athletic and emotional development of the student, while also taking into consideration the student's interests and needs:

- *listening to all addressees of the Model in order to understand what their wishes are, while respecting their personal growth, with particular regard to minors;*
- *planning for each athlete's sporting activity or participation in various leagues, tournaments and sporting events in a way that takes into account each individual's abilities and aspirations;*

**d)** pay due attention to any situations of distress including those resulting from eating disorders, perceived or known even indirectly, with special attention to circumstances involving minors:

- *supporting Members who show signs of malaise in identifying specialized professional figures (psychologist and/or nutritionist);*
- *providing pathways to encourage nutrition education, proper hydration and rest;*
- *during practice sessions. providing for the presence of figures additional to the coach who can monitor the athletes' behavior;*
- *identifying among the managers a figure of reference who, in relation to the age of the athletes, can dialogue with them in order to catch any signs of malaise;*

**e)** report, without delay, any circumstances of interest to those exercising parental or guardianship responsibility or to supervisors

- *identifying situations of interest worthy of attention, whether they are sports or non-sports related;*

**f)** talk with the Anti-Violence, Anti-Harassment and Anti-Discrimination Officer appointed by the Club – whose contact details can be found at <https://www.bocconisport.eu/> – if there is any suspicion about the committing of conduct relevant under this document;

**g)** implement appropriate initiatives aimed at combating the phenomena of abuse, violence and discrimination by adopting the following behaviors:

- all operators (coaches, managers, etc.) must avoid any type of physical contact with Members, except as necessary for the performance of the activities themselves including assistance or support activities;
- urge athletes, coaches and managers to use appropriate language and otherwise avoid the use of discriminatory, sexist or racially biased expressions;
- avoid engaging in practice sessions for individual athletes and/or conducted at times when the spaces used for sports activities are not usually frequented, making sure that if this is necessary, there is always the presence of a manager in addition to the coach;
- in the case of the athlete undergoing medical or physiotherapy sessions, provide that there be the presence of a manager of the same sex as the athlete, or a parent only if a minor;
- require coaches and managers to establish professional relationships with each other while avoiding awkward situations;
- at away tournaments or competitions, identify logistical solutions to prevent managers and coaches from rooming with athletes;
- in the case of trips involving an overnight stay, athletes (especially if they are minors) must be reserved rooms, bathrooms and locker rooms, divided by gender, different from those in which the coaches, managers or other accompanying persons will be staying, except in the case of close kinship between the athlete and the accompanying person;
- prohibit access to the locker room, in the presence of minor athletes, by coaches or managers except for the purpose of inspection to be carried out, in any case, in the presence of at least two people;
- establish rules in accompanying or picking up athletes from their residence making sure that there is always a requirement for parental permission in the case of underage athletes;
- impose rules of conduct for members to adopt in the locker room aimed at countering bullying or cyberbullying;
- video and/or photo shooting during practice sessions or courses is prohibited unless expressly authorized by the person concerned or the person exercising parental responsibility in the case of a minor, and in any case for purely educational purposes. Images should be removed after their use and under no circumstances should they be saved/archived or circulated to third parties. Audio, video and photo shooting inside the locker rooms is prohibited at all times;

**h)** during practice and in competition, prevent all the behaviors and conduct described above with awareness and control actions such as:

- *organization of semi-annual meetings involving coaches and managers to discuss critical issues that have arisen during the sports season with regard to the protection of the rights of Members and define the actions to be taken;*

- i) clearly explain to anyone watching practices, competitions or sporting events to refrain from compliments, comments and evaluations that are not strictly inherent to the sports performance as they could be detrimental to the dignity, decorum and sensitivity of the person through:
- *providing for the imposition of sanctions against anyone who behaves inappropriately during competitions (preventing participation in practices and competitions);*
- j) promote equal gender representation, in compliance with applicable regulations;
- k) make Members aware of their rights, duties, obligations and responsibilities taking the following measures:
- Posting the Organizational Model, the adopted code of ethics and any updates, additions or amendments at the Affiliate's location, and publishing the same on the Club's website homepage;
  - Posting the name of the Safeguarding officer appointed by the association with a telephone number and/or email address so that he or she can be contacted at the Club's location and on the homepage of the Club's website;
  - At the time of registration, communication to athletes or their parents, if minors, of the Organizational Model and code of ethics adopted by the Club, as well as communication of the name of the Safeguarding officer appointed by the Club;
  - Communication to Members and their parents, if minors, about the procedures to be followed for reporting harmful behavior to the Safeguarding office appointed by the Federations and/or Sport Promotion Bodies;
  - Information to Members and their parents, if they are minors, about the measures taken by the Club to prevent and combat harmful behavior;
  - During the sports season, organization of meetings and seminars with experts in the field with whom to discuss the issue also in order to reach shared solutions;

#### **Art. 5 -Protection of Minors - Obligations**

1. Anyone within the Club – regardless of the form of the established relationship – who perform functions that involve direct and regular contact with minors must provide a copy of their criminal record certificate in accordance with current regulations.

#### **Art. 6 - Anti-Violence, Anti-Harassment and Anti-Discrimination Officer Appointed by the Club**

1. For the purpose of preventing and countering all types of abuse, violence and discrimination against Members as well as to ensure the protection of the physical and moral integrity of athletes, also in accordance with Article 33(6), of Legislative Decree No. 36/2021, the Club shall appoint an Anti-Violence, Anti-Harassment and Anti-Discrimination Officer and notify the Federations and Sport Promotion Bodies to which it is affiliated.

2. The Anti-Violence, Anti-Harassment and Anti-Discrimination Officer shall be selected from among Members of proven morality and competence who meet the following requirements:

- a. are a regular member of FIPAV;
  - b. do not have criminal convictions, even if not final, for the following crimes: art 600-bis (child prostitution); 600-ter (child pornography), 600-quater (possession of or access to pornographic material), 600- quater.1 (Virtual pornography), 600-quinquies (tourist initiatives aimed at the exploitation of child prostitution), 604-bis (propaganda and incitement to commit crimes on ethnic and religious discrimination grounds), 604-ter, (aggravating circumstances) 609-bis (sexual assault) , 609-ter (aggravating circumstances), 609-quater (sexual acts with a minor), 609-quinquies (corruption of a minor), 609-octies (group sexual assault), 609- undecies (solicitation of minors).
  - c. in the last decade, unless rehabilitated, have not had disqualifications or final sports bans totaling more than one year, from FSN, DSA, Sport Promotion Bodies and CONI or recognized international sports bodies;
  - d. have attended the refresher courses provided by FIPAV and/or hold any qualifying titles required by federal regulations.
3. The appointment of the Officer shall be adequately made public by immediate posting at the Club's location and publication on the respective homepage of the Club's website and entered into the federal management system, in accordance with the procedures prescribed by federal regulations.
  4. The Officer serves for one year and may be reappointed.
  5. In case of termination of the role of the Anti-Violence, Anti-Harassment and Anti-Discrimination Officer, due to resignation or another reason, the association shall appoint a new Officer within 30 days, entering such appointment in the federal management system, in accordance with the procedures provided by federal regulations.
  6. The appointment of the Anti-Violence, Anti-Harassment and Anti-Discrimination Officer may be revoked even before the expiration of the term for serious irregularities in management or operation, or for the failure to meet the requirements necessary for his or her appointment, by reasoned decision of the body in charge of the association. The revocation and the reasons for it shall be promptly reported to the Safeguarding Officer of FIPAV and the other Federations and/or Sport Promotion Bodies to which the Club is affiliated. The association shall make the replacement in the manner set forth in the preceding paragraph.
  7. The Officer is required to:
    - a) promote the proper application of the Regulations for the Prevention and Combating of Violence, Harassment and Discrimination on Members of the Federations and/or Sport Promotion Bodies of reference within the Club, as well as the observance and updating of the Organizational Model of Sport Management and the Code of Conduct adopted by them;
    - b) take appropriate initiatives, including those of an urgent nature, to prevent and oppose within the association all forms of violence, harassment and discrimination as well as take any awareness-raising initiatives he or she deems useful and appropriate;
    - c) report to the Safeguarding Office of the relevant Federations and/or Sport Promotion Bodies any relevant conduct and provide the same with any information or documentation requested;
    - d) comply with the confidentiality obligations imposed by the Regulations of the relevant Federations and/or Sport Promotion Bodies;

- e) formulate proposals for updating the Organizational Model of Sport Management and the Codes of Conduct to the relevant body, taking into account the characteristics of the association;
- f) evaluate annually the adequacy of the Organizational Model of Sport Management and codes of conduct within the association, possibly developing and implementing on the basis of this evaluation an action plan in order to solve the critical issues found;
- g) participate in the mandatory training activity organized by FIPAV.

## **Article 7 - Duty to Report**

1. Anyone who becomes aware of relevant conduct as identified by the Rules and Guidelines prepared by the Federations and/or Sport Promotion Bodies and referred to in full in this document is required to immediately notify the Safeguarding Office of the relevant Federations and/or Sport Promotion Bodies, including through the Safeguarding Officer appointed by the Club.
2. Anyone who suspects conduct relevant under these Regulations may discuss the Club's appointed Anti-Violence, Anti-Harassment and Anti-Discrimination Officer or directly with the Safeguarding Office of the Federations and/or Sport Promotion Bodies.

## **Art. 8 - Dissemination and Implementation**

1. The Club, also availing itself of the support of the Anti-Violence, Anti-Harassment and Anti-Discrimination Officer, is committed to the publication and widespread dissemination of this document and the Code of Conduct for the Protection of Minors for the Prevention of Harassment, Gender-Based Violence and Any Other Discriminatory Condition (annex A) among its own Members and volunteers who, in any capacity and role, are involved in the sporting activity, to the provision of every possible tool that promotes its full implementation, to carrying checks regarding any reports of violations of the rules as well as to sharing of information material aimed at raising awareness about and prevention of eating disorders among athletes.
2. This document is posted on the association's website, if available, and/or posted at the association's location and is brought to the attention of all collaborators, whatever the reason for the collaboration, at the time the relationship with the Club is established.

## **Art. 9 - Penalties**

Without prejudice to the application of the sanctions provided for by the Regulations of the Federations and/or Sport Promotion Bodies to which Bocconi Sport Team is affiliated, against all those who are subject, pursuant to the provisions of Art. 2, among the categories required to comply with the provisions contained in this document and who engage in conduct contrary to what is indicated herein, sanctions may be imposed to be modulated according to the seriousness of the conduct: for example: reprimand, fine, disqualification from the performance of sporting activity for a certain period, if provided for by the contractual relationship established with the Member or by the regulatory rules of the Club.

Without prejudice to the application of the sanctions provided for in the FIPAV Regulations, against all persons referred to in Art. 2, if they behave contrary to the provisions of this document, sanctions graduated according to the severity of the offense may be imposed, such as:

- reprimand
- fine



- disqualification from sporting activity for a specified period, within the limits provided by the contract or Club regulations.

The notice of the commission of sanctionable conduct as previously defined by an employee or collaborator of Bocconi Sport Team corresponds to the initiation of the procedure for ascertaining the non-observance of duties by employees or collaborators established by the applicable Collective National Labor Contract, as conduct by employees and sport collaborators in violation of the behavioral rules described in this Model and the Code of Conduct are considered disciplinary offenses. The type and extent of sanctions will be applied after the procedure provided for by law and the applicable current Collective National Labor Contract referred to above and to which reference is made.

#### **Art. 10 - Final Regulations**

1. This document shall be updated by the governing body of the Club at least every four years and whenever necessary in order to incorporate any additional provisions issued by the CONI National Council, any amendments and additions to the Fundamental Principles approved by the CONI Permanent Observatory for Safeguarding Policies or its recommendations as well as any amendments and additions to the FIPAV provisions.
2. Any proposed amendments to this document must be submitted to and approved by the relevant Club body.
3. For anything not explicitly provided for, please refer to what is prescribed in the Bylaws of the relevant Federations and/or Sport Promotion Bodies as well as in the Regulations for the Prevention and Combating of Violence, Harassment and Discrimination against Members and the Code of Ethics.

These Regulations, approved by the governing body, shall come into effect the day after their publication.

## **Annex A**

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

Each Member is expected to maintain a respectful, fair sports environment free from all forms of harassment, violence and discrimination.

The fundamental right of every Member is to be treated with respect and dignity, as well as to be protected from all forms of abuse, harassment, gender-based violence and any other condition of discrimination, as provided for in Legislative Decree No. 198/2006, regardless of ethnicity, belief, disability, age, gender identity, sexual orientation, language, political opinion, religion, wealth status, or birth, physical, intellectual, relational or sporting status. The right to the health and mental and physical wellbeing of each Member constitutes an absolutely overriding value even with respect to sports results.

Discrimination of any kind, whether on the basis of race, skin color, sex, sexual orientation, language, religion, political or other opinion, national or social origin, financial means, birth or otherwise, is not permitted.

All conduct integrating psychological abuse, physical abuse, sexual harassment, sexual abuse, negligence, neglect, bullying or cyberbullying or discriminatory behavior, as described in Article 3 of the Organizational Model adopted by the Club, is prohibited.

### **GENERAL RULES OF CONDUCT**

Members and anyone participating in any capacity or position in the sport must:

- adopt behavior avoiding discrimination of any kind, whether on the basis of race, skin color, sex, sexual orientation, language, religion, political or other opinion, national or social origin, financial means, birth or otherwise;
- refrain from engaging in conduct such as: hitting, physically assaulting or physically or psychologically abusing another person;
- avoid attitudes toward others that – even psychologically – may negatively affect their harmonious and social-relational development;
- act with behaviors that set a positive example;
- refrain from engaging in relationships with Members, whether they are adults or minors, that could in any way be considered sexual in nature, or that could in any way constitute forms of exploitation, mistreatment or abuse;
- use appropriate language, avoiding offensive or abusive suggestions or advice;
- behave in a manner befitting the role by avoiding inappropriate or sexually provocative conduct;
- refrain from establishing or maintaining contact with minor Members using personal online communication tools (email, chat, social networks, etc.) beyond those strictly functional to institutional activities;
- pursue compliance with the principles set forth in this document, and avoid tolerating or participating in other people's conduct that is illegal or abusive, or endangers their safety;
- refrain from organizing non-institutional social occasions with underage athletes, except with the consent of those exercising parental responsibility;
- act in such a way as to protect the emotional sphere of Members, refraining from engaging in behaviors that may shame, humiliate, belittle or disrespect others, or perpetrate any other form of emotional abuse;
- avoid discriminating, treating differently or favoring some people to the exclusion of others.

## **DUTIES AND OBLIGATIONS OF MEMBERS**

Members must:

- conduct themselves in accordance with loyalty, probity and fairness in the performance of any activity connected with or related to the sport and behave showing respect for other Members;
- refrain from using language, including body language, that is inappropriate or allusive, even in playful situations, for fun or joking;
- ensure the safety and health of other Members by striving to create and maintain a healthy, safe and inclusive environment;
- engage in the education and training of healthy sports practice, supporting other Members in educational and training paths;
- commit to creating, maintaining and promoting a healthy balance between personal and sporting spheres, while also enhancing the playful, relational and social profiles of sporting activity;
- prevent and discourage disputes, contrasts and disagreements including through the use of healthy, effective and constructive communication;
- refrain from offensive, threatening or aggressive conduct;
- collaborate with other Members in preventing, combating and suppressing violence, harassment and discrimination (individual or collective);
- report without delay situations, even potential ones, that expose themselves or others to harm, danger, fear or discomfort to the Club's appointed Anti-Violence, Anti-Harassment and Anti-Discrimination Officer.

## **DUTIES AND OBLIGATIONS OF SPORTS MANAGERS AND COACHES**

Sports Managers and Coaches must:

- take action to prevent and counter all forms of violence, harassment and discrimination;
- refrain from any abuse or misuse of their position of trust, power or influence with regard to Members;
- contribute to the formation and harmonious growth of Members;
- avoid any unnecessary physical contact with Members;
- promote a relationship between Members marked by respect and cooperation, preventing dysfunctional situations, which create – including through manipulation – a state of subjection, danger or fear;
- put in place logistical solutions during travel to prevent uncomfortable situations and/or inappropriate behavior;
- organize sports activities and practices in such a way as to ensure the privacy of athletes in locker rooms, that is, making sure that during sports activities or in the case of medical examinations and treatment with physiotherapists or the like, there is always the presence of an officer of the Club, avoiding accompanying minors home or making sure that if this is necessary there is always the presence of a staff member;
- refrain from the use, reproduction and dissemination of images or videos of Members, except for educational and training purposes, acquiring the relevant consent from the individuals concerned;
- refrain from creating intimate situations with Members;
- employ the necessary professional skills in any planning and/or management of dietary regimens in sports;
- promptly report any indicators of eating disorders in athletes in their care;
- declare causes of incompatibility and conflicts of interest;

- uphold the values of sports, also by educating on the rejection of prohibited substances or methods to alter the sports performance of Members;
- understand, be informed and be continuously updated on safeguarding policies, measures to prevent and combat violence, harassment and discrimination, and the latest training and communication methodologies in sports;
- report without delay situations, even potential ones, that expose the Members to harm, danger, fear or discomfort to the Club's appointed Anti-Violence, Anti-Harassment and Anti-Discrimination Officer and/or to the Safeguarding Office at FIPAV and other Federations and/or Sport Promotion Bodies to which the Club is affiliated.

## **DUTIES AND OBLIGATIONS OF ATHLETES**

Athletes must:

- respect the principle of solidarity among athletes, encouraging mutual assistance and support;
- respect the educational and training function of sports managers and coaches;
- maintain relationships marked by respect with other athletes and with any party involved in sports activities;
- avoid contact and intimate situations with sports managers and coaches, including on away trips, reporting any inappropriate behavior;
- refrain from disseminating photographic and video material of a private or intimate nature received, reporting irregular conduct to those exercising parental or guardianship responsibility or to supervisors, as well as to the Anti-Violence, Anti-Harassment and Anti-Discrimination Officer and/or the Safeguarding Officer at FIPAV and other Federations and/or Sport Promotion Bodies to which the Club is affiliated;
- report without delay situations, even potential ones, that expose Members to harm, danger, fear or discomfort to the Anti-Violence, Anti-Harassment and Anti-Discrimination Officer and/or to the Safeguarding Office at FIPAV and other Federations and/or Sport Promotion Bodies to which the Club is affiliated.

## **SELECTION PROCEDURES FOR SPORTS OPERATORS**

When it establishes an employment relationship – regardless of form – with operators called upon to perform tasks involving direct and regular contact with minors, the association shall request in advance a copy of the criminal record certificate in accordance with current regulations.

## **BEHAVIOR IN THE PRESENCE OF POSSIBLE RELEVANT CONDUCT**

All Members must be vigilant in identifying situations that may pose risks to others and must report any concerns, suspicions or certainties about possible harassment, mistreatment, violence or discrimination against others to the Club's Anti-Violence, Anti-Harassment and Anti-Discrimination Officer via the appropriate form available at <https://www.bocconisport.eu>, to the FIPAV Safeguarding Office through the formulation of reports to be made in the manner indicated on the website [www.federvolley.it](http://www.federvolley.it), or to the Safeguarding Office of the other Federations and/or Sport Promotion Bodies to which the Club is affiliated, in the manner indicated on the official websites of the Federations and/or Sport Promotion Bodies to which the possible harassment is to be reported.

Anyone who suspects relevant behavior can report to the Anti-Violence, Anti-Harassment and Anti-Discrimination Officer of the association they belong to or directly with the Safeguarding Office at FIPAV or other Federations and/or Sport Promotion Bodies to which the club is affiliated.

If minors are involved, it may be appropriate to report any signs of distress to the person exercising parental responsibility in a timely manner. There may be situations, however, in which cooperating with those with parental responsibility may prove to be insufficient or even a detriment rather than a benefit: for example, if one of the parents is responsible for the abuse or if one parent proves incapable of dealing adequately with the situation. In such cases, it would be appropriate to report to the

association's Anti-Violence, Anti-Harassment and Anti-Discrimination Officer.

### **CONFIDENTIALITY**

The Club's Anti-Violence, Anti-Harassment and Anti-Discrimination Officer and the Safeguarding Office at FIPAV and other Federations and/or Sport Promotion Bodies to which the Club is affiliated, are bound by the confidentiality obligations set forth in the Federal Regulations.

The identity of the reporting person may not be disclosed to persons other than those competent to receive or act on reports. Protection covers not only the name of the reporting person, but also all elements of the report from which identification of the reporting person can be derived, even indirectly.