

RISE GUIDE

STANDARDS OF CONDUCT AND CODES OF BEHAVIOURS WITHIN SPORT CONTEXTS



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Introduction

In the dynamic and diverse world of sports, fostering ethical conduct and cultivating safe environments is essential to ensuring positive, empowering experiences for athletes, coaches, and all involved. Recognizing this, the RISE team has developed the Standards of Conduct and Codes of Behavior within the Sports Context as part of its broader mission to prevent sexual violence and promote dignity, respect, and inclusion across all levels of sport. As such, this guide provides clear, practical frameworks designed to encourage accountability and integrity in sports settings, aligning with the RISE project's holistic, human-centered approach. Grounded in principles of fairness, equality, and non-discrimination, the guide draws from both research findings and real-world best practices gathered and analyzed by the RISE team. It is intended to empower stakeholders—including sports professionals, administrators, and athletes—with the tools and shared understanding necessary to uphold the highest standards of behavior. Through this deliverable, the RISE team aims to bridge the gap between policy and practice, contributing to the creation of sports environments that are not only free from violence but also actively promote inclusion, trust, and well-being. As such, it serves as a cornerstone in the collaborative effort to build safer, more ethical sporting cultures across Europe and beyond.

Purpose of the guidebook

The guidebook aims to establish and reinforce ethical practices in sports, a central focus of the RISE team. It provides a roadmap for navigating interpersonal dynamics, ensuring that all participants—regardless of age, gender, ability, or background—engage in a respectful, supportive environment. By defining clear standards of conduct and offering practical strategies to address breaches, the guide promotes collective responsibility for fostering integrity and safety in sports communities, aligning with the RISE initiative's core principles. As part of the Erasmus+ RISE project, the guide emphasizes inclusion, respect, and violence-free sports environments. The Erasmus+ program recognizes the transformative power of sports for social cohesion and personal development, values strongly supported by the RISE team. The project encourages integrating ethical principles into daily practices to create spaces where everyone feels valued and secure, aligning with Erasmus+'s objectives of equality, diversity, and non-discrimination. A key focus of the guide is addressing sexual violence in sports, acknowledging its profound impact on individuals and communities. While the guide addresses a broad range of ethical and behavioral standards, it highlights the urgency of addressing sexual violence. The RISE team emphasizes prevention, intervention, support mechanisms, and accountability in handling such incidents. This issue is framed within a wider context of ethical conduct, normalizing conversations around safety and empowering stakeholders to proactively address risks.

Overall, the guidebook is more than a set of recommendations; it is a call to action for individuals in sports to reflect on their roles in fostering ethical behavior and contributing to

a culture of safety and respect. By setting clear standards and focusing on critical issues like sexual violence, the RISE team ensures that sports remain a powerful force for good.

Stakeholders' Role in Upholding Ethical Behavior

The effectiveness of this guide, Standards of Conduct and Codes of Behavior within the Sports Context, ultimately depends on the collective efforts of diverse stakeholders across the sports ecosystem. The RISE team recognizes that ethical conduct and safety in sports are not the responsibility of any single group but rather a shared commitment that demands active engagement from everyone involved. As such, the essential roles of key stakeholders like athletes, coaches, administrators, sports federations, parents, volunteers, and policymakers can contribute to fostering safe, respectful, and inclusive sports environments. Through collaboration and a common purpose, we can realize the RISE team's vision of sports as a space where integrity, dignity, and human rights are upheld.

Athletes stand at the heart of the sporting world. Whether they are professionals, amateurs, or emerging talents, their behavior sets a powerful example. The RISE team emphasizes athletes' dual role: adhering to codes of conduct and acting as role models for their peers and the next generation. By embodying values such as fairness, inclusion, and mutual respect, athletes help shape environments that discourage misconduct and promote the spirit of sportsmanship. Furthermore, coaches are uniquely positioned to influence the culture of sports. As mentors and leaders, they are responsible not only for developing athletic skills but also for guiding ethical awareness and personal growth. Furthermore, the RISE team underscores the importance of coaches modeling respectful, inclusive conduct, creating spaces of trust, and fostering open dialogue—especially around difficult issues like misconduct or harassment. In addition, administrators and sports federations play a critical role in institutionalizing ethical standards. From grassroots clubs to governing bodies, they are responsible for developing, implementing, and enforcing policies that safeguard participants and promote integrity. The RISE team advocates for consistent, transparent procedures that align with European values and enable accountability throughout the sports sector, and parents and guardians are indispensable allies in ensuring the well-being of young athletes. The RISE team encourages parents to stay informed about codes of conduct, advocate for their enforcement, and maintain open lines of communication with their children. Their involvement strengthens trust and helps ensure that issues are identified and addressed early. In addition to the above stakeholders, volunteers highly contribute and are often the backbone of sports communities, by contributing significantly to the ethical climate of events and programs. The RISE team acknowledges their vital role and calls on volunteers to stay informed, vigilant, and committed to upholding values of safety and respect in every interaction. Lastly, policymakers and public officials shape the broader frameworks that govern sports. Their efforts, from legislation to funding and strategic guidance, are pivotal in embedding ethical standards across all levels. The RISE team strongly aligns with initiatives such as the Erasmus+ programme and broader EU policies that prioritize safe, inclusive, and equitable sports environments.

Rooted in the shared European values of respect, diversity, and non-discrimination, this guide supports and reflects the ongoing work of Erasmus+ and the RISE team in championing ethical conduct throughout the continent. The RISE team firmly believes that the foundation of ethical sport lies in shared responsibility. Everyone, regardless of role, has a part to play in shaping environments that reflect the best of what sport can offer. As such, this guide is not simply a policy tool; it is a call to action, inviting individuals and institutions to be agents of change. Together, guided by clear standards, shared values, and a unified vision, we can ensure that sport remains a space of safety, growth, and empowerment for all.

Legal and Ethical Frameworks of Conduct in Europe

European Commission

The European Commission has been instrumental in promoting the protection of children in sports through various initiatives and recommendations. In 2016, the Commission's Expert Group on Good Governance issued the "[Recommendations on the protection of young athletes and safeguarding children's rights in sport](#)." These recommendations urge EU Member States to implement effective legislation and regulations to combat violence against minors in sports. They also encourage support for sports organizations in developing child protection policies and advocate for collaboration between sports organizations and public authorities to ensure a safe environment for young athletes. Additionally, the European Commission has emphasized the importance of safeguarding children in sports through funding and support for projects aimed at preventing abuse and promoting child welfare. For instance, the Erasmus+ programme has funded initiatives focused on developing safeguarding policies and training for sports organizations across Europe. See pertinent link: [EU Sports](#)

European Parliament

In addition to the European Commission, the European Parliament has actively addressed the issue of child protection in sports through resolutions and policy discussions. In November 2021, the Parliament adopted a resolution titled "[EU sports policy: assessment and possible ways forward](#)," which recommends better protection of children in sports and the promotion of ethical standards. This resolution underscores the Parliament's commitment to ensuring that sports environments are safe and inclusive for all participants, particularly children. It calls for the development and implementation of comprehensive safeguarding policies and the establishment of mechanisms to prevent and respond to cases of abuse and misconduct in sports. More information can be found here: [European Parliament](#)

Council of Europe

The Council of Europe has been a pioneer in promoting the protection of children in sports through various conventions, recommendations, and projects. The "[Start to Talk](#)" initiative, launched by the Council, aims to prevent child abuse in sports by offering a platform for cooperation between public authorities, the sports movement, experts, and child-protection agencies. Furthermore, the Council's Enlarged Partial Agreement on Sport (EPAS) has coordinated the preparation of the "[Guidelines on Integrity in Sport](#)" within the framework of the Kazan Action Plan. These guidelines provide public authorities with policy development recommendations to preserve the rights, safety, and security of athletes, including children.

Joint Collaborations

The European Union and the Council of Europe have collaborated on several projects to enhance child protection in sports. One notable initiative is the "Child Safeguarding in Sport" (CSiS) project, a joint effort aimed at guiding and supporting European countries in establishing positions of Child Safeguarding Officers in sports organizations. This project emphasizes the development of effective child safeguarding policies to ensure safe and empowering sports environments for all children. A joint programme about Child Safeguarding in Sport can be found here: [PJP EU](#).

Another significant collaboration is the "[Pro Safe Sport+](#)" (PSS+) project, co-funded by the European Commission under the Erasmus+ programme and implemented by the Council of Europe. This initiative focuses on putting an end to sexual harassment and abuse against children in sports by promoting the implementation of safeguarding policies and raising awareness among stakeholders. These joint efforts highlight the commitment of both organizations to fostering ethical sports environments and protecting children's rights across Europe.

National Implementations and Best Practices

In addition to the above, several European countries have implemented national policies and best practices to safeguard children in sports, aligning with EU directives and Council of Europe recommendations.

United Kingdom: The UK has established the [Child Protection in Sport Unit \(CPSU\)](#), a partnership between the [National Society for the Prevention of Cruelty to Children \(NSPCC\)](#) and [Sport England](#). The CPSU provides resources, training, and support to sports organizations to help them develop and implement effective safeguarding policies. This initiative has been instrumental in raising awareness and setting standards for child protection in sports across the UK.

Netherlands: The [Dutch Olympic Committee Dutch Sports Federation \(NOCNSF\)](#) has developed a comprehensive safeguarding policy that includes a code of conduct, reporting mechanisms, and educational programs for coaches and volunteers. The organization also offers a confidential advisor service for athletes to report concerns, ensuring that issues are addressed promptly and effectively.

Germany: The [German Sports Youth \(Deutsche Sportjugend\)](#) has implemented the "Safe Sport" initiative, which focuses on preventing sexualized violence in sports. This program provides training for coaches, develops prevention strategies, and establishes clear procedures for handling reports of abuse. The initiative emphasizes creating a culture of openness and respect within sports organizations.

France: The [French Ministry of Sports](#) has launched the "Ethics and Sports Integrity" program, which includes measures to prevent and address violence and discrimination in sports. The program mandates that sports federations develop safeguarding policies, provide staff training, and establish reporting mechanisms for incidents of abuse. Additionally, the ministry collaborates with child protection agencies to ensure a coordinated response to safeguarding concerns.

Ireland: [Sport Ireland](#) has developed a comprehensive ["Code of Ethics and Good Practice for Children's Sport"](#) which provides guidelines for sports organizations to create safe environments for young athletes. The code includes procedures for recruitment, training, and supervision of staff, as well as protocols for reporting and responding to concerns about child welfare. Sport Ireland also offers safeguarding training courses for coaches and volunteers to ensure they are equipped to protect children in their care. Overall, these national implementations demonstrate a proactive approach to safeguarding children in sports, reflecting a commitment to upholding ethical standards and ensuring the well-being of young athletes. By aligning with European directives and collaborating with international organizations, these countries set a benchmark for best practices in child protection within the sports context.

Legal Obligations in Partner Countries

Furthermore, in Europe, several countries have established national laws and frameworks to promote ethical behavior in sports and protect individuals from discrimination, bullying, and abuse. Below is an overview of the relevant legal provisions in Austria, Spain, Italy, Cyprus, Greece, and Bulgaria.

Austria

Austria's legal framework emphasizes the protection of individuals from discrimination and abuse, including within the sports sector. The **Equal Treatment Act** (*Gleichbehandlungsgesetz*) prohibits discrimination based on gender, ethnicity, religion, age, or sexual orientation in various areas, including employment and access to services. While

not specific to sports, this act applies to sports organizations and events. Additionally, the **Austrian Sports Organization Act** (*Bundes-Sportförderungsgesetz*) outlines the responsibilities of sports organizations, including adherence to ethical standards and the promotion of fair play.

- ✗ Equal Treatment Act:
https://www.ris.bka.gv.at/Dokumente/Erv/ERV_2004_1_66/ERV_2004_1_66.html
- ✗ Austrian Sports Organization Act:
https://www.ris.bka.gv.at/Dokumente/BgblAuth/BGBLA_2013_I_100/BGBLA_2013_I_100.html

Spain

Spain has implemented comprehensive legislation to address discrimination and promote equality in sports. The **Sports Act** (*Ley del Deporte*) establishes the legal framework for sports activities, emphasizing the promotion of equality and the prevention of violence and discrimination. Furthermore, the **Comprehensive Law against Gender Violence** (*Ley Orgánica de Medidas de Protección Integral contra la Violencia de Género*) includes provisions applicable to sports settings, aiming to protect individuals from gender-based violence and harassment.

- ✗ Sports Act: <https://www.boe.es/buscar/act.php?id=BOE-A-1990-25037>
- ✗ Comprehensive Law against Gender Violence:
<https://www.boe.es/buscar/act.php?id=BOE-A-2004-21760>

Italy

Italy's legal framework includes specific provisions to combat discrimination and promote ethical behavior in sports. The **Law on the Promotion of Sports Activities** (*Legge per la promozione delle attività sportive*) outlines the principles of equality and non-discrimination in sports. Additionally, the **Code of Sports Justice** (*Codice di Giustizia Sportiva*) provides guidelines for addressing misconduct, including bullying and abuse, within sports organizations.

- ✗ Law on the Promotion of Sports Activities: <https://www.normattiva.it/uri-res/N2Ls?urn:nir:stato:legge:2000-12-18;376>
- ✗ Code of Sports Justice: <https://www.coni.it/it/attivita-istituzionali/giustizia-sportiva/codice-di-giustizia-sportiva.html>

Cyprus

Cyprus has enacted laws to ensure the protection of individuals from discrimination and abuse in various sectors, including sports. The **Combating of Racism and Other Discrimination (Commissioner) Law** empowers the Commissioner for Administration and Human Rights to address complaints related to discrimination, including in sports settings.

Additionally, the **Law on Equal Treatment in Employment and Occupation** prohibits discrimination based on various grounds, applicable to sports organizations as employers.

- χ Combating of Racism and Other Discrimination (Commissioner) Law:
http://www.cylaw.org/nomoi/enop/non-ind/2004_1_42/full.html
- χ Law on Equal Treatment in Employment and Occupation:
http://www.cylaw.org/nomoi/enop/non-ind/2004_1_58/full.html

Greece

Greece has established legal provisions to combat discrimination and promote ethical conduct in sports. The **Law on Combating Violence in Sports Venues** (*Νόμος για την καταπολέμηση της βίας στους αθλητικούς χώρους*) addresses issues of violence and misconduct in sports settings. Additionally, the **Anti-Discrimination Law** (*Νόμος κατά των διακρίσεων*) prohibits discrimination based on various grounds, applicable to sports organizations and activities.

- χ Law on Combating Violence in Sports Venues:
<https://www.kodiko.gr/nomothesia/document/2014/nomos-4326-2015>
- χ Anti-Discrimination Law:
<https://www.kodiko.gr/nomothesia/document/2014/nomos-4443-2016>

Bulgaria

Bulgaria has implemented laws to protect individuals from discrimination and promote ethical behavior in sports. The **Protection against Discrimination Act** (*Закон за защита от дискриминация*) prohibits discrimination based on various grounds, including in sports settings. Additionally, the **Physical Education and Sports Act** (*Закон за физическото възпитание и спорта*) outlines the responsibilities of sports organizations to promote fair play and prevent violence and misconduct.

- χ Protection against Discrimination Act: <https://www.lex.bg/laws/ldoc/2135472223>
- χ Physical Education and Sports Act: <https://www.lex.bg/laws/ldoc/2137194176>

These national laws reflect each country's commitment to fostering safe and inclusive sports environments, aligning with broader European standards and values. Building upon this foundation, Standards of Conduct play a critical role in ensuring that these commitments are upheld within sports settings.

Standards of Conduct: Definition, Purpose, and Applications

Definition and Purpose

Standards of conduct are specific, actionable rules or expectations that define acceptable and unacceptable behaviors within a professional or organizational context. The RISE team emphasizes that these standards serve as a benchmark for ethical and legal compliance, often

derived from broader ethical frameworks such as a code of ethics or code of conduct (Heller, 1983; Klugman, 2022). Their primary function is to ensure that members of an organization or profession act consistently with institutional values and legal obligations. In legal or regulatory environments, the RISE team notes that standards of conduct are often mandated to foster accountability and minimize unethical behavior (Paine et al., 2005). Furthermore, while a Code of Conduct offers a comprehensive set of principles and values intended to guide behavior broadly, the RISE team highlights that Standards of Conduct specify the concrete actions required or prohibited in various scenarios. The standards are thus more prescriptive and enforceable than the broader ethical intentions typically found in a code (Waisapi, 2022; Cicero, 2021).

Applications in Professional Contexts

Standards of conduct are critical across various sectors, ensuring ethical behavior, accountability, and trust in professional environments. For example, these standards play a vital role in healthcare, education, corporate governance, and within the broader European Union, providing guidelines for maintaining integrity and protecting public interests.

- ✕ In healthcare, standards of conduct ensure professionals uphold patient safety, confidentiality, and care ethics. These rules are essential for maintaining trust in the healthcare system and avoiding malpractice (Collings-Hughes et al., 2021).
- ✕ In education, especially special education, standards may include respecting student confidentiality, maintaining professional boundaries, and adhering to educational laws and practices (Heller, 1983).
- ✕ In the corporate and financial sectors, legislation such as the Sarbanes-Oxley Act enforces standards to prevent fraud, mandate financial transparency, and uphold ethical business practices in corporate governance (Paine et al., 2005).
- ✕ In the European Union, standards of conduct are used to harmonize practices across EU member states, ensuring consistency and trust in professional services (Delimatsis, 2009).

Application in the Sports Context

The RISE team underscores that standards of conduct in sports define the ethical and behavioral expectations for all participants—including athletes, coaches, officials, and spectators—to promote fair play, integrity, and mutual respect. These standards are fundamental to preserving the spirit of competition and ensuring that sport remains a positive force in society. According to the RISE team, they encompass a broad range of principles, from strict adherence to rules and regulations to the promotion of sportsmanship and ethical behavior. This commitment to integrity extends beyond the playing field, reinforcing the role of sport as a vehicle for ethical discourse and social cohesion (Kaluđerović, 2011; Ivanova et al., 2016).

Key focus areas

Player Conduct

- ✗ No physical or verbal abuse
- ✗ Respect toward referees and opponents
- ✗ Avoidance of unsportsmanlike behavior such as taunting

Coach Conduct

- ✗ Promoting fair play and inclusive environments
- ✗ Prohibiting discriminatory or abusive language
- ✗ Acting as ethical role models (Bowen et al., 2017)

Fan Conduct

- ✗ Avoiding violence or discriminatory behavior
- ✗ Respecting other spectators and game officials

Ethical Leadership and Regulation

- ✗ Leadership in sports must incorporate ethical judgment, particularly regarding performance enhancement, violence, and discrimination. Furthermore, legal and disciplinary norms ensure proportional penalties and predictable enforcement of standards, reducing the chance of arbitrary actions (Vasilyev, 2023; Epstein, 2022).

Cultural and Social Considerations

- ✗ Standards of conduct are not universally fixed; they reflect local values, societal norms, and cultural expectations. What is acceptable in one country may not be elsewhere, requiring sensitivity and adaptability in global contexts (Joyce et al., 2003).

Challenges and Implementation

- ✗ Despite the clarity and necessity of standards of conduct, breaches still occur. These may result from environmental pressures, lack of leadership, or ambiguous enforcement. Organizations must ensure that standards are clearly communicated, consistently enforced, and periodically reviewed to remain relevant (Cicero, 2021).

The Role of European Institutions in Promoting Ethical Conduct in Sports

Furthermore, the importance of ethical conduct in sports is reflected in broader European governance frameworks. The European Commission underscores the importance of ethical conduct across various sectors, including sports. In its [Code of Good Administrative Behaviour](#), the Commission outlines principles such as lawfulness, non-discrimination, proportionality, and consistency, which **apply to sports administration and governance**. Furthermore, the [European Parliament's Rules of Procedure](#) highlight the necessity for members to conduct themselves with mutual respect and integrity, and follow the values and principles laid down in the Treaties, particularly the [Charter of Fundamental Rights](#). While these rules are directed at parliamentary conduct, **the underlying principles of respect, integrity, and adherence to established norms are equally pertinent to the realm of sports**. In the context of sports, these standards of conduct are vital for:

- ✗ **Ensuring Fair Play:** Upholding the rules and spirit of the game to provide equal opportunities for all participants.

- ✗ **Maintaining Integrity:** Preventing unethical practices such as doping, match-fixing, and corruption.
- ✗ **Promoting Respect:** Encouraging positive interactions among players, coaches, officials, and spectators, and fostering an environment free from discrimination and harassment.
- ✗ **Enhancing the Sporting Experience:** Creating a safe and enjoyable atmosphere that reflects the true values of sport.

According to the RISE team, by adhering to these standards, sports can continue to serve as a platform for personal development, community engagement, and the promotion of healthy lifestyles, and thus, these standards can serve as a foundation for promoting sportsmanship, mutual respect, and the well-being of all participants, including athletes, coaches, officials, and spectators.

Creating a Culture of Integrity and Fairness

Standards of conduct in sports are designed to uphold the principles of integrity and fairness. They ensure that all participants adhere to ethical guidelines, promoting honesty and transparency in all aspects of sporting activities. By establishing clear expectations, these standards help prevent unethical behaviors such as doping, match-fixing, and corruption. The European Commission emphasizes the importance of [integrity in sports](#), highlighting the need for proper governance to maintain transparency and fairness for all stakeholders.

Promoting Respect, Fair Play, and Sportsmanship

In addition, respect and fair play are cornerstones of sportsmanship. Standards of conduct encourage athletes and other stakeholders to engage in respectful behavior, on and off the field. This includes acknowledging opponents, accepting decisions made by officials, and demonstrating humility in victory and grace in defeat. The [International Olympic Committee \(IOC\) underscores the significance of fair play and sportsmanship](#), advocating for ethical behavior and respect among all participants.

Ensuring Non-Discrimination and Inclusion

Inclusive sports environments are vital for the participation and development of all individuals, regardless of their background. Standards of conduct play a crucial role in preventing discrimination based on race, gender, sexual orientation, disability, or other characteristics. The Council of Europe has been proactive in [promoting inclusion and anti-discrimination in sports, advocating for zero tolerance towards violence and discrimination](#).

Safeguarding the Safety and Well-being of Athletes

The safety and well-being of athletes are paramount. Standards of conduct establish protocols to protect athletes from harm, including physical injuries, psychological abuse, and exploitation. They promote safe training environments, proper medical care, and support

systems for athletes. The European Commission has implemented policies to [combat violence and discrimination in sports](#), aiming to create safe and supportive environments for all participants.

Promoting Mutual Respect and Well-being Among Stakeholders

By adhering to established standards of conduct, all stakeholders in the sports community contribute to a positive and respectful atmosphere. This collective commitment enhances the overall experience for everyone involved, fostering mutual respect and ensuring the well-being of athletes, coaches, officials, and spectators. The European Sports Charter, adopted by the Council of Europe, outlines the principles of fair play, respect, and the well-being of participants, [serving as a guideline for member states to develop their sports policies](#). In conclusion, standards of conduct are fundamental in creating a culture of integrity, fairness, respect, and safety in sports. They promote sportsmanship, mutual respect, and the well-being of all participants, ensuring that sports remain a positive and inclusive experience for everyone involved.

Relevance to Stakeholders in Upholding Standards of Conduct in Sports

The RISE team affirms that standards of conduct in sports serve as a vital framework for ensuring ethical behavior, respect, and safety across all levels of participation, and their relevance extends to a wide range of stakeholders, each playing a crucial role in fostering a culture of integrity, fairness, and inclusion. By understanding and embracing these standards, stakeholders such as athletes, coaches, administrators, parents, volunteers, and policymakers can collectively ensure that sports remain a positive and transformative experience.

Athletes: Expectations Around Respect, Integrity, and Responsible Behavior

Standards of conduct for athletes are essential to maintaining a respectful, fair, and safe sporting environment. These guidelines may include, but not be limited to:

- X **Sportsmanship:** Treating opponents with respect, win or lose, and demonstrating humility in victory and grace in defeat.
- X **Fair Play:** Competing honestly and refraining from cheating or using performance-enhancing substances.
- X **Team Collaboration:** Supporting teammates both on and off the field, fostering a positive team environment.
- X **Integrity:** Upholding integrity means adhering to the rules of the game and rejecting unethical practices such as cheating, doping, or match-fixing. Athletes must act honestly and transparently, prioritizing fairness over personal gain.
- X **Professionalism:** Representing the sport with integrity, both in competition and in public appearances, such as social media and interviews.
- X **Health and Safety:** Prioritizing personal health, including following medical advice and participating in physical therapy or rehabilitation when necessary.

- ✕ **Respecting Boundaries:** Maintaining appropriate physical boundaries during interactions with teammates, opponents, and staff. Refraining from physical violence or verbal abuse.
- ✕ **Anti-Discrimination:** Not engaging in any form of discrimination based on race, gender, sexual orientation, or other personal characteristics.
- ✕ **Accountability:** Taking responsibility for actions both on and off the field, and acknowledging mistakes when they occur.
- ✕ **Positive Influence:** Using one's platform to promote positive behaviors and to inspire younger athletes or fans.
- ✕ **Respect:** Athletes are expected to treat opponents, officials, teammates, and spectators with respect. This includes acknowledging the efforts of others, accepting decisions made by referees or judges without confrontation, and avoiding unsportsmanlike conduct.

By embracing these principles, athletes contribute to creating an environment that encourages growth, learning, and camaraderie. Resources such as the European Union's guidelines on integrity in sports provide further support for athletes in maintaining ethical behavior (sport.ec.europa.eu).

Coaches: Leadership, Accountability, and Safeguarding Responsibilities

Coaches play a pivotal role in shaping the behavior, attitudes, and values of athletes both on and off the field. As influential figures, their leadership extends beyond instruction and performance—it sets the ethical tone for entire teams and sporting communities. The RISE team emphasizes that through their actions and decisions, coaches, model appropriate conduct, reinforce team values, and establish a culture of respect, fairness, and integrity. According to the RISE team, coaches hold a dual responsibility; they are accountable not only for athletic development but also for ensuring the safety, well-being, and ethical treatment of all participants. This includes recognizing and addressing potential risks such as abuse, bullying, discrimination, and excessive performance pressure. Coaches are expected to foster inclusive environments where diversity is respected and every athlete feels safe, valued, and supported. In addition, the RISE team advocates for coaches to adhere to established codes of conduct, engage in continuous professional development—particularly in areas of ethics and safeguarding—and promote open communication and trust. Ultimately, their commitment to ethical leadership is essential in maintaining sport as a positive, transformative, and character-building experience for all involved. To further illustrate the multifaceted role coaches play in upholding ethical standards in sports, the RISE team outlines three core areas of responsibility that are essential to fostering safe, inclusive, and values-driven environments:

- ✕ **Leadership:** Coaches are more than instructors; they are mentors who influence their athletes' personal and professional development. By modelling ethical behavior,

coaches inspire athletes to adopt similar values, fostering respect, teamwork, and resilience.

- X **Accountability:** Coaches are responsible for ensuring that their actions align with established standards of conduct. This includes fair treatment of all athletes, transparent decision-making, and adhering to organizational guidelines. Coaches must also remain impartial, avoiding favoritism or bias.
- X **Safeguarding Responsibilities:** Coaches are entrusted with the physical and emotional well-being of their athletes, particularly children and vulnerable individuals. Standards of conduct outline protocols for preventing abuse, harassment, and bullying. Coaches must also create an inclusive environment where every athlete feels valued and supported. In addition, European initiatives such as the "[Start to Talk](#)" program by the Council of Europe provide resources and training for coaches to fulfill their safeguarding responsibilities effectively.

Administrators: Upholding Standards, Transparency, and Safe Environments

Administrators play a critical role in embedding standards of conduct into the core operations and culture of sports organizations. Their responsibilities go beyond logistical or operational management; they are central to shaping policies, enforcing ethical guidelines, and promoting environments where fairness, accountability, and inclusion are prioritized. Furthermore, the RISE team emphasizes that administrators are responsible for developing and implementing governance frameworks that reflect institutional values and legal obligations. In addition, the RISE team highlights the administrator's duty to ensure a safe and inclusive environment for all participants. This involves proactive efforts to prevent harassment, abuse, and discrimination, as well as providing accessible reporting mechanisms and appropriate follow-up procedures. Administrators must also lead by example, fostering a culture where ethical behavior is recognized and reinforced at every level. By prioritizing transparency, consistency, and the well-being of all members within the sporting community, the RISE team affirms that administrators are instrumental in sustaining the integrity and positive impact of sport. In addition, one can argue that administrators play an essential role in embedding standards of conduct into the fabric of sports organizations. To further illustrate the multifaceted role administrators play in embedding standards of conduct into the core operations and culture of sports organizations, the RISE team outlines three core areas of responsibility that are essential, and these include governance, policy implementation, and ensuring a safe and inclusive environment:

- X **Governance:** Administrators are tasked with developing and enforcing standards of conduct and codes of conduct that align with national and international standards. These standards and codes should be regularly updated to address emerging issues, such as the misuse of technology or new forms of discrimination.
- X **Transparency:** Transparent decision-making is vital to maintaining trust within the sports community. Administrators must ensure that policies and procedures are communicated clearly and consistently across all levels of the organization.

- X **Safe Environments:** Administrators are responsible for creating environments where athletes, coaches, and volunteers can participate without fear of harm. This includes implementing safeguarding measures, establishing reporting mechanisms for misconduct, and addressing incidents promptly and fairly. The European Sports Charter provides a [valuable framework for administrators](#) to establish governance structures that prioritize fairness, respect, and safety.

Parents and Volunteers: Modelling Positive Behavior and Supporting Development

Parents and volunteers are often the first and most consistent points of contact for young athletes, especially at the grassroots level. Their presence and behavior—both during competition and in everyday interactions—have a profound and lasting impact on how young people perceive sport, teamwork, and ethical conduct. Furthermore, the RISE team emphasizes that parents and volunteers serve as powerful role models whose attitudes toward fairness, respect, and inclusivity significantly influence the development of athletes' values and behavior. Whether cheering from the sidelines, helping with logistics, or offering emotional support, their actions contribute to shaping a positive and respectful sporting culture. In addition, the RISE team highlights the importance of aligning parental and volunteer behavior with established standards of conduct. This includes encouraging good sportsmanship, respecting coaches and officials, and reinforcing the importance of effort, learning, and resilience over winning at all costs. Lastly, the RISE team underscores that parents and volunteers have a shared responsibility in safeguarding the physical and emotional well-being of athletes, particularly children and adolescents. By promoting a safe, inclusive, and supportive environment, they help ensure that sport remains a constructive and empowering experience for every participant and their behavior and involvement can have a profound impact on the values and attitudes of participants:

- X **Modelling Positive Behavior:** Parents and volunteers must exemplify the values of sportsmanship, respect, and inclusivity. This includes refraining from negative behaviors such as criticizing officials or engaging in verbal altercations during competitions. Positive reinforcement and encouragement can motivate young athletes to perform their best while enjoying the experience.
- X **Supporting Development:** Parents and volunteers should actively support the holistic development of young athletes, prioritizing their physical, emotional, and social well-being. This includes understanding and advocating for safeguarding measures, and ensuring that young participants are protected from harm or undue pressure. Initiatives such as Safe Sport International offer resources for parents and volunteers to better understand their roles in creating safe sports environments (safesportinternational.org).

Policymakers: Establishing Regulations and Guidelines

Policymakers play a foundational role in shaping the ethical landscape of sports through the development of laws, policies, and institutional frameworks that guide behavior and promote

accountability. Their decisions influence not only the governance structures of sports organizations but also the day-to-day experiences of athletes, coaches, officials, and the broader community. The RISE team underscores that policymakers are instrumental in embedding standards of conduct into national and regional sports systems. By crafting clear, enforceable regulations and aligning them with international human rights and ethical norms, policymakers help ensure that integrity, inclusion, and fairness are upheld across all levels of sport. In addition, the RISE team emphasizes the importance of collaboration between policymakers and key stakeholders—including sports organizations, educators, health professionals, and advocacy groups—to create coherent and responsive policies. These policies must address contemporary challenges such as safeguarding, anti-doping, discrimination, and corruption, while also promoting accessibility and equity in participation. By setting the legislative agenda and allocating resources to support implementation and oversight, the RISE team highlights that policymakers hold significant power to foster a sporting culture rooted in ethical excellence, transparency, and social responsibility. To further illustrate the multifaceted role policymakers play in shaping ethical standards in sports, the RISE team outlines three core areas of responsibility that are essential to guiding behavior and promoting accountability:

- ✕ **Legislation:** Policymakers must establish laws that address critical issues such as discrimination, harassment, and doping in sports. These laws should align with international standards, ensuring consistency and accountability.
- ✕ **Guidelines and Programs:** In addition to legislation, policymakers should develop guidelines and initiatives to promote ethical behavior in sports. Programs such as Erasmus+ provide funding and resources to support these efforts, encouraging collaboration among sports organizations across Europe (sport.ec.europa.eu).
- ✕ **Oversight and Evaluation:** Policymakers must also monitor the implementation of standards and evaluate their effectiveness. This includes collecting data on compliance, addressing gaps in enforcement, and revising policies as needed. By prioritizing ethical standards, policymakers contribute to building a sustainable and inclusive sports culture that benefits all participants.

In addition to the above, the RISE team affirms that the relevance of standards of conduct in sports extends to all stakeholders, each playing a vital role in fostering integrity, fairness, and safety within the sporting community. According to the RISE team, athletes are expected to model respect, responsibility, and ethical behavior both on and off the field. Coaches provide crucial leadership and are entrusted with safeguarding their teams, setting the tone for ethical conduct and inclusion. Administrators ensure transparency, uphold organizational policies, and promote a culture of accountability. Parents and volunteers should model positive behavior and support the holistic development of athletes, particularly at the grassroots level. Policymakers, meanwhile, create the legal and institutional frameworks that reinforce and sustain these ethical standards. The RISE team highlights that these combined efforts contribute to an environment where sportsmanship, mutual respect, and the well-

being of all participants can thrive. European initiatives and resources provide additional support, empowering stakeholders and reinforcing the role of sport as a positive force in society. By embracing and upholding these standards, the RISE team believes that stakeholders can cultivate a sports culture that is inclusive, ethical, and empowering for all.

Codes of Conduct: Definition and Purpose

A Code of Conduct is a comprehensive document that outlines the ethical principles, core values, and expected behaviors of individuals within an organization or profession. It acts as a moral compass guiding decision-making and fostering a culture of integrity and accountability (Waisapi, 2022). Unlike standards of conduct, which are specific and enforceable, codes of conduct are generally broader, offering aspirational guidance on how individuals should conduct themselves in various professional settings (Joyce et al., 2003). According to Waisapi (2022), a code of conduct helps ensure that professionals provide high-quality services to society while maintaining moral integrity. It often includes references to specific standards of conduct but focuses primarily on principles rather than rules.

Code of Conduct in Sports

In the sports context, a Code of Conduct sets forth the overarching principles that all participants, players, coaches, officials, and fans, are expected to uphold and serve as formalized, enforceable guidelines that translate broad ethical standards into clear, actionable expectations for behavior. In the realm of sports, these codes are essential tools that help maintain integrity, fairness, and respect among all participants, including players, coaches, officials, fans, and teams such as the RISE team. While general principles like fair play, respect, and sportsmanship outline the spirit of behavior, a code of conduct operationalizes these values by providing specific rules and examples that define acceptable and unacceptable actions. For instance, where fair play is a general value, a code of conduct may explicitly prohibit cheating, verbal abuse, or unsportsmanlike behavior—expectations that members of the RISE team are also held to. This clarity not only helps individuals and teams understand their responsibilities but also provides a framework for accountability. When breaches occur, the enforceability of the code allows for consistent consequences, such as warnings, suspensions, or bans, reinforcing its authority and importance. By outlining standards and consequences, codes of conduct create a structured environment where ethical behavior is not just encouraged but expected. For the RISE team, adhering to these codes reinforces a culture of mutual respect and integrity, ensuring their actions reflect the core values of sport.

Structure and Key Components of Codes of Conduct

The following section provides a framework for key components commonly found in codes of conduct. Each area outlines specific policies and guidelines designed to uphold ethical standards, protect individuals, and promote a culture of respect, safety, and accountability across all levels of participation and engagement.

- X **General Conduct Guidelines:** Outline fundamental expectations around ethical behavior and mutual respect.
- X **Anti-Discrimination and Anti-Harassment Policies:** Detail policies that promote inclusivity and prevent discrimination or harassment.
- X **Safeguarding and Child Protection:** Highlight safeguarding measures for youth and vulnerable athletes, including guidelines for appropriate interactions and physical contact.
- X **Social Media and Communication Guidelines:** Establish standards for respectful online behavior and appropriate communication channels.
- X **Disciplinary Procedures and Appeals:** Describe procedures for addressing violations, including steps for investigation, disciplinary actions, and appeals processes.
- X **Health and Safety Protocols:** Outline measures for ensuring athletes' physical and mental well-being, including injury prevention and mental health resources.

Stakeholder-Specific Codes of Conduct

Athletes

Athletes are expected to compete with integrity, demonstrate humility in victory, and show grace in defeat. These standards extend beyond the playing field, emphasizing responsible conduct in all public and media appearances. Whether interacting with fans, posting on social media, or speaking to the press, athletes—especially those in the public eye—are role models and must represent themselves and their teams with professionalism and respect. A strong commitment to training and competition is also emphasized. Furthermore, athletes are expected to approach their preparation with dedication, maintain peak physical and mental condition, and give their best effort at all times. Interactions with teammates, opponents, and officials should reflect mutual respect, free of hostility or unsportsmanlike behavior. Upholding these expectations ensures a positive, respectful environment and reinforces the values at the heart of sport.

Coaches

Coaches play a critical role in shaping both the performance and character of athletes, and codes of conduct provide essential guidelines to support ethical, responsible coaching. Coaches are expected to maintain professional boundaries at all times, ensuring that relationships with athletes remain respectful, appropriate, and focused on development. Ethical coaching practices include treating all athletes fairly, fostering an inclusive team environment, and promoting values like integrity, effort, and mutual respect. Coaches also have to continuously develop their skills and knowledge to provide effective, up-to-date training and guidance. This includes being aware of best practices in physical conditioning, injury prevention, and mental wellness. A key responsibility is safeguarding the physical and emotional well-being of all athletes—this means creating a safe space for training, responding appropriately to concerns, and promoting open communication. By adhering to these standards, coaches build trust and contribute to a positive, supportive sporting culture.

Administrators

Administrators play a vital role in upholding the integrity and effectiveness of a code of conduct within any organization or sports environment. Their primary responsibilities include enforcing the established standards, and ensuring that all participants—whether athletes, coaches, or support staff—understand and follow the guidelines. When reports of misconduct arise, administrators are responsible for managing them promptly, impartially, and with confidentiality. This involves conducting thorough investigations, documenting incidents, and ensuring that appropriate disciplinary actions are taken when necessary. Administrators must also uphold fairness and consistency in all aspects of decision-making and policy implementation. This includes reviewing and updating codes of conduct regularly to reflect evolving best practices and legal requirements. They must ensure that processes for complaints, appeals, and dispute resolution are transparent and accessible to all stakeholders. By fulfilling these duties with integrity and diligence, administrators help foster a culture of accountability, respect, and safety across the organization or sports program.

Parents and Volunteers

Parents and volunteers play a crucial role in reinforcing the values outlined in a code of conduct. Their behavior and involvement significantly impact the overall environment surrounding athletes, especially youth participants. Parents are expected to model ethical behavior by showing respect to coaches, officials, opponents, and other families, while encouraging fair play, effort, and teamwork. Volunteers, whether assisting at events or supporting teams, are also held to high standards of conduct, acting responsibly and respectfully in all interactions. Both parents and volunteers share the responsibility of supporting athlete development in a positive and constructive manner. This includes promoting a growth mindset, celebrating progress over winning, and providing emotional encouragement. Additionally, they must stay informed about safeguarding protocols to help protect the physical and emotional well-being of athletes. By adhering to these expectations, parents and volunteers contribute to creating a safe, respectful, and supportive environment that benefits everyone involved.

Policymakers

Policymakers hold a critical responsibility in shaping the broader framework within which sports organizations operate, and their role directly supports the development and enforcement of effective codes of conduct. Through thoughtful legislation and public policy, policymakers can strengthen the impact of these codes by ensuring they are supported by legal standards that prioritize safety, equity, and inclusivity. Their duty includes enacting laws and regulations that align with and reinforce code of conduct provisions—such as safeguarding protocols, anti-discrimination measures, and athlete protection policies. This helps ensure that codes of conduct are not only aspirational guidelines but are backed by enforceable standards. Policymakers also play a vital role in promoting equitable access to

sport. By supporting inclusive policies and allocating resources to underserved communities, they help make the principles within codes of conduct—like fairness and respect—more achievable. In doing so, they contribute to safer, more ethical, and inclusive environments in sport.

Specialized Standards and Codes of Conduct for Preventing Sexual Violence in Sports

Adapting general standards and codes of conduct to specifically address and prevent sexual violence in sports is essential for creating safe, inclusive, and accountable environments. While general principles such as respect, fairness, and integrity form the foundation of ethical behavior, they are not sufficient on their own to address the unique risks and power dynamics present in sports settings. By explicitly outlining expectations and prohibitions related to sexual misconduct, harassment, and abuse, codes of conduct can more effectively prevent harm and support a culture of safety and respect. These adaptations play a vital role in protecting vulnerable individuals, particularly youth, women, and athletes with disabilities, who may be at increased risk of exploitation or abuse. Specific guidelines around physical contact, one-on-one interactions, locker room access, and reporting procedures help set clear boundaries and ensure that everyone understands what constitutes inappropriate behavior. Training and education tied to these codes further empower athletes, coaches, staff, and volunteers to recognize red flags and respond appropriately. Moreover, addressing sexual violence within codes of conduct reinforces the credibility and integrity of sports organizations. It demonstrates a proactive commitment to safety and signals to athletes, families, and communities that their well-being is a top priority. Transparent reporting mechanisms, survivor-centered responses, and consistent enforcement help maintain trust and accountability. By clearly integrating measures to prevent sexual violence, adapted codes of conduct do more than just meet compliance standards—they shape positive, respectful environments where all participants feel safe, valued, and supported. In doing so, sports organizations not only fulfill their ethical responsibilities but also contribute to a culture where sport can thrive as a place of empowerment, personal growth, and mutual respect. To sustain this environment, it is essential to reinforce principles of respect, integrity, and zero tolerance for abuse—placing particular emphasis on the prevention of sexual violence.

Specialized Standards of Conduct

To effectively address the risks of sexual violence in sports, it is essential for organizations to establish specialized standards of conduct that go beyond general ethical guidelines. These standards must be explicit, actionable, and embedded within broader codes of conduct to guide behavior and decision-making at every level of participation. Addressing sexual violence requires more than a commitment to respect and fairness—it demands clear expectations, well-defined boundaries, and robust prevention strategies tailored to the unique dynamics of sport environments. In addition, specialized standards help ensure that all individuals—athletes, coaches, staff, and volunteers—fully understand what constitutes inappropriate

behavior, the importance of consent, and their role in maintaining a safe, respectful space. They reinforce the seriousness of these issues and the zero-tolerance approach required to prevent harm and respond effectively when violations occur. The following principles reflect a deep commitment to protecting athlete well-being and fostering a culture where safety, dignity, and accountability are foundational.

Core Standards of Conduct

- ✗ **Zero Tolerance:** Establish a zero-tolerance stance on any form of harassment or abuse.
- ✗ **Respect and Dignity:** Emphasize the importance of maintaining personal boundaries and respecting athletes' autonomy and comfort.
- ✗ **Safety as a Priority:** Make athlete well-being a primary consideration, ensuring that all interactions support a safe environment.

Stakeholder Relevance for Sexual Violence Prevention

- ✗ **Athletes:** Equip athletes with knowledge of their rights and encourage them to report any concerns.
- ✗ **Coaches:** Emphasize strict boundaries, appropriate communication, and safeguarding responsibilities.
- ✗ **Administrators:** Highlight responsibilities to implement and enforce safety protocols, manage reports sensitively, and prevent retaliation.
- ✗ **Parents and Volunteers:** Encourage vigilance, education on signs of abuse, and proactive support for athlete safety.
- ✗ **Policymakers:** Support legal frameworks that reinforce prevention measures and protect athletes' rights.

Specialized Codes of Conduct

Purpose of Specialized Codes

The purpose of specialized codes of conduct in preventing sexual violence in sports is to create a clear, enforceable framework that defines acceptable behavior, establishes protective boundaries, and supports a culture of safety and respect. Unlike general conduct guidelines, these specialized codes directly address the specific risks and power dynamics present in sports environments, particularly those involving youth and vulnerable athletes. By clearly outlining what constitutes sexual misconduct, harassment, or abuse—and explicitly prohibiting such actions—these codes help prevent harm before it occurs. In addition to prevention, specialized codes also play a critical role in supporting safe and effective reporting. They establish transparent procedures for reporting concerns, protect whistleblowers and survivors from retaliation, and ensure that all reports are taken seriously and handled confidentially. By providing this structure, specialized codes not only reinforce zero tolerance for abuse but also build trust in the systems that are meant to protect all participants in sport.

Key Components of Specialized Codes for Sexual Violence Prevention

- ✗ **Definition of Sexual Violence and Harassment:** Clearly define behaviors that constitute sexual violence, abuse, harassment, and grooming.
- ✗ **Professional Boundaries:** Set strict guidelines on physical contact, private communication, and off-field interactions.
- ✗ **Mandatory Reporting Protocols:** Outline reporting requirements and ensure all stakeholders know how and when to report concerns.
- ✗ **Anti-Retaliation Policies:** Establish protections to ensure that those who report issues are safeguarded from retaliation.
- ✗ **Confidentiality in Reporting:** Emphasize the importance of confidentiality to protect survivors and encourage reporting.
- ✗ **Disciplinary Procedures for Sexual Misconduct:** Define the steps for handling misconduct, including investigation, disciplinary action, and appeals.
- ✗ **Support Systems and Resources for Survivors:** Provide resources, such as counselling and legal support, for those affected by sexual violence.

Implementation, Enforcement, and Accountability

Implementing Specialized Codes

Integrating specialized standards and codes of conduct across sports organizations requires a multi-faceted approach to ensure effectiveness and compliance. First, the RISE team recommends providing comprehensive training for all stakeholders, including athletes, coaches, staff, and administrators, to raise awareness about the importance of these codes and the specific behaviors they address. This training should cover the definition of sexual violence, appropriate boundaries, reporting procedures, and the consequences of violations. Second, these specialized codes must be embedded into existing policies, such as athlete contracts, coaching agreements, and organizational handbooks, ensuring they are an integral part of the sports culture. Clear, accessible communication about the codes should be established through regular meetings, online platforms, and educational materials, with support from the RISE team in developing resources. Lastly, implementing a system for consistent monitoring and evaluation of these standards is crucial. Regular audits and feedback from participants, guided by the RISE team, can help identify areas for improvement and ensure that the codes are being followed effectively.

Enforcement Mechanisms

To effectively enforce specialized codes of conduct, sports organizations must establish clear procedures for monitoring compliance, reporting violations, and taking corrective actions. The RISE team emphasizes the importance of creating a transparent and accessible system for reporting concerns, ensuring that athletes, coaches, and other stakeholders feel safe and supported when bringing forward issues. This can include confidential reporting channels,

such as a dedicated hotline or online platform, managed by a trusted third party. Regular monitoring should be conducted to ensure that all participants adhere to the established codes. This can involve periodic audits, feedback surveys, and observations during practices and competitions. The RISE team advocates for a proactive approach, where leaders and administrators take responsibility for promoting adherence to the codes and modeling appropriate behavior. When violations occur, the RISE team recommends clear, consistent disciplinary procedures, including investigation, sanctions, and opportunities for appeals. Accountability measures must be enforced to uphold the integrity of the organization and ensure a safe environment for all participants.

Accountability Measures

Accountability for upholding specialized codes of conduct requires clear definitions of responsibilities across all stakeholders within sports organizations. The RISE team stresses that athletes must take responsibility for their behavior, adhering to the established standards and reporting any violations they witness. Coaches and staff are tasked with maintaining strict professional boundaries, modeling appropriate behavior, and ensuring that their actions align with the codes of conduct. Administrators play a critical role in overseeing the implementation of the codes, ensuring that compliance is monitored, and violations are addressed promptly. They must also provide the necessary support for reporting mechanisms and ensure that all incidents are handled with transparency and confidentiality. The RISE team emphasizes the importance of regular training for all stakeholders to reinforce these responsibilities and ensure a consistent understanding of the zero-tolerance culture. Ultimately, all participants, including volunteers and parents, share in the responsibility to promote a safe and respectful environment, reinforcing the importance of mutual accountability in achieving a culture of safety and integrity.

Transparency and Communication

Transparency and open communication are essential for reinforcing a culture of safety and trust within sports organizations. The RISE team highlights the importance of clearly communicating the specialized codes of conduct to all stakeholders, ensuring everyone understands the expectations and the potential consequences of violations. This includes making the codes readily accessible and providing regular updates on policies and procedures. Equally important is the transparent handling of disciplinary actions. The RISE team advocates for clear communication about the steps taken when violations occur, while maintaining confidentiality and respecting the rights of those involved. By openly sharing information about how reports are managed, investigations are conducted, and decisions are made, organizations build trust among athletes, coaches, and staff. Regular meetings and public-facing reports on the effectiveness of the policies help to ensure that the culture of safety is consistently reinforced and that all individuals feel informed and empowered to uphold the organization's standards.

Understanding the Interchangeable Use of Standards and Codes of Conduct in Sports Organizations

While there is a clear conceptual distinction between standards of conduct and codes of conduct, in practice, particularly within sports organizations, these terms are often used interchangeably. Standards of conduct refer to overarching ethical principles and expectations that guide individual behavior. These standards are typically grounded in values such as integrity, fairness, respect, and responsibility, and they serve as the foundation for shaping the culture of an organization (Davies, DeSensi, & Rosenberg, 2012). On the other hand, a code of conduct is generally a written and formalized set of rules that specify acceptable and unacceptable behaviors, as well as, the consequences of misconduct. It provides clear guidance for decision-making and accountability and is often used as a tool for enforcement and disciplinary action. Despite these differences, sports organizations frequently blur the lines between the two, using the term code of conduct to encompass both ethical ideals and behavioral expectations. This practical convergence is often driven by the need for clarity, consistency, and enforceability. For example, many national governing bodies in sport, such as [USA Gymnastics](#) or FIFA ([Guides and Training Material](#), [Compliance Handbook](#)), issue codes of conduct that contain not only specific behavioral rules but also statements of core values and guiding principles. Furthermore, organizations like the International Olympic Committee (IOC) issue a [Code of Ethics](#) that functions as a hybrid document, combining both aspirational standards and enforceable provisions (IOC, 2021). This blended approach helps ensure that all members of the sporting community—athletes, coaches, administrators, and volunteers—are aligned in their understanding of what is expected. **Ultimately, while the theoretical distinction remains relevant, the interchangeable use of these terms reflects a pragmatic approach in sports governance: creating a unified, accessible framework to promote integrity and accountability across all levels of participation.**

Conclusion

Establishing and enforcing both general standards and specialized codes of conduct is essential for fostering safe, respectful, and ethical environments in sport. General standards—such as promoting integrity, fairness, and sportsmanship—create the ethical foundation for behavior, helping athletes, coaches, staff, and all participants understand shared expectations. These standards guide interactions, reinforce accountability, and build a culture of trust and respect across the sporting community. However, while these overarching principles are important, they are not sufficient on their own to address complex and specific risks, such as sexual violence and abuse. This is where specialized codes of conduct become critical. As emphasized by the RISE team, these codes go beyond general ethical guidelines by clearly defining inappropriate behaviors, setting explicit boundaries, and establishing robust procedures for reporting and responding to violations. They reflect a zero-tolerance approach to misconduct and prioritize the safety, dignity, and empowerment of all participants—especially those in vulnerable positions. Moreover, combining both general and

specialized codes into a unified, enforceable framework ensures consistency in expectations while also addressing the unique challenges of the sports context. By implementing such comprehensive guidelines, sports organizations not only prevent harm but also create environments where every individual feels valued, protected, and empowered to thrive. This dual approach ultimately upholds the integrity of sport and strengthens the culture of inclusion and accountability.



Appendix

Sample Code of Conduct for Coaches

Coaches play an essential role in the development and well-being of athletes, both on and off the field. They hold a unique position of trust and must adhere to high standards of personal and professional conduct. This Code of Conduct provides guidelines for coaches to ensure a safe, respectful, and ethical environment for all participants in the sport. The code outlines the responsibilities, rights, and relationships coaches should uphold, as well as the consequences of breaching these standards.

Responsibilities – Professional Standards

As a responsible coach, I will:

1. **Maintain Professional Competence:** I will ensure that my knowledge and skills are up-to-date through continuous education, training, and certification. I will ensure that my coaching qualifications meet the requirements of my sport, and I will remain committed to professional development to provide the best experience for athletes.
2. **Safeguarding:** I will adhere to all safeguarding policies and procedures to protect athletes from physical, emotional, and sexual abuse. I will conduct myself in a way that prioritizes the welfare and safety of all athletes, ensuring that appropriate measures are in place to address any concerns regarding safeguarding.
3. **Anti-Doping:** I will follow national and international anti-doping guidelines, ensuring that I promote clean sport. I will never condone, support, or assist in any form of cheating, doping, or the use of prohibited substances, techniques, or equipment.
4. **Appropriate Conduct:** I will maintain a professional demeanor and ensure that the activities I direct are suitable for the athlete's age, maturity, and ability. I will be respectful of athletes' time, health, and well-being and will not push them beyond their limits.
5. **Physical Contact:** If physical contact is necessary during coaching, I will always explain the purpose of the contact, seek consent, and ensure the contact is appropriate. I will never engage in physical contact that is sexual, inappropriate, or harmful to the athlete.
6. **Coach Licensing and Record Checks:** I will ensure that I have a valid coaching license and that all necessary background checks (e.g., criminal record checks) have been completed before coaching. I understand that a failure to comply with this requirement could result in disciplinary actions.

Responsibilities – Personal Standards

As a responsible coach, I will:

1. **Exhibit Positive Behavior:** I will always promote positive aspects of the sport such as fair play, teamwork, and respect. I will avoid any form of verbal abuse, bullying, or the use of inappropriate language during coaching sessions, competitions, or events.

2. **Maintain Boundaries:** I will establish and maintain professional boundaries with all athletes, ensuring a clear distinction between professional relationships and personal relationships. I will avoid any actions that could lead to confusion or inappropriate behavior, including in-person, social media, or any other form of communication.
3. **Avoid Substance Use:** I will never consume alcohol or illegal substances during coaching activities or in contexts related to the sport, such as at training or competitions.
4. **Respect for Diversity:** I will treat all athletes, colleagues, and other stakeholders with respect, regardless of race, gender, sexual orientation, disability, or religious beliefs. I will promote inclusivity, diversity, and fairness in all aspects of coaching and athlete engagement.

Rights of Coaches

As a coach, I am entitled to:

1. **Respect and Dignity:** I have the right to be treated with respect by all athletes, parents, and fellow coaches. I will not tolerate any form of harassment, discrimination, or belittling behavior directed at me.
2. **Safe and Supportive Environment:** I am entitled to work in an environment that prioritizes my personal safety and well-being, as well as the safety of the athletes under my supervision. This includes access to adequate training facilities, support, and the necessary resources to fulfill my coaching responsibilities effectively.
3. **Freedom of Expression:** I have the right to express my professional opinions regarding athlete development, training methods, and the sport. This should be done in a respectful manner and within the boundaries of the sport's governance.
4. **Professional Development:** I have the right to access opportunities for ongoing education and development in coaching, athlete welfare, and sport-specific skills. This ensures that I am equipped to meet the evolving needs of my athletes.

Relationships – Building Positive Connections

As a coach, I will develop and maintain relationships based on the following principles:

1. **Mutual Trust and Respect:** I will establish a positive and respectful relationship with every athlete, ensuring that trust is maintained. I will work to create an environment where athletes feel safe to express their concerns and feedback.
2. **Clear Expectations:** I will communicate openly with athletes about what is expected of them in terms of behavior, performance, and commitment. I will also ensure athletes understand their rights and responsibilities, fostering a sense of autonomy and self-determination in their training and competition.
3. **Appropriate Boundaries:** I will establish and respect appropriate boundaries between myself and athletes, particularly with minors. This includes not spending time alone with athletes in private settings, not engaging in inappropriate physical contact, and avoiding the sharing of private spaces with athletes without another adult present.

4. **Parental Involvement:** I will encourage open communication with parents and guardians, particularly with younger athletes, to ensure a supportive, transparent relationship between all parties. Parents should be informed about the training schedule, competitions, and any issues that may arise concerning their child's participation.

Breach of Conduct

I understand that failure to adhere to this Code of Conduct may result in the following consequences:

1. **Verbal or Written Warning:** In the event of a breach, I may receive a verbal or written warning depending on the severity of the misconduct.
2. **Suspension:** Repeated or serious breaches of conduct may lead to a temporary suspension from coaching duties, either within the club or from a specific event.
3. **Mandatory Training:** If I violate any aspect of this code, I may be required to undergo supplementary training, including safeguarding, coaching practices, or other relevant areas.
4. **Termination of Coaching License*:** Serious or repeated violations may result in the suspension or revocation of my coaching license, preventing me from coaching within the organization or sport.
5. **Further Disciplinary Action:** In cases of misconduct, I may be subject to further disciplinary actions as determined by the club, federation, or relevant authorities, including dismissal from my coaching position or referral to legal authorities.

By adhering to this Code of Conduct, I commit to promoting a positive, ethical, and safe environment for all participants in the sport.

Signature:

Date:

*This consequence is applicable in Member States in Europe that support such actions under their national sports laws, which enforce regulations to maintain the safety, integrity, and ethical standards of sports environments.

Sample Specialized Code of Conduct for Coaches for Preventing Sexual Violence in Sports

The role of a coach in sports is essential to the development of athletes, both on and off the field, and coaches hold a unique position of trust and responsibility. This specialized Code of Conduct aims to ensure that all coaches maintain the highest standards of professional and personal conduct, specifically to prevent sexual violence and promote a safe and respectful environment for all participants. The code outlines the responsibilities, rights, relationships, and breach of conduct expectations that coaches must adhere to, focusing on the prevention of sexual violence and misconduct within the sports setting.

Responsibilities – Professional Standards

As a responsible coach, I will:

1. **Adhere to Safeguarding Policies:** I will follow all national and organizational safeguarding policies and procedures to protect athletes from all forms of abuse, including sexual violence. I will ensure that I understand the risks, report concerns, and take proactive measures to prevent harm.
2. **Maintain Professional Competence:** I will ensure that I am properly qualified to coach athletes and maintain appropriate training in safeguarding, sexual violence prevention, and ethical coaching practices. I will engage in ongoing professional development to improve my knowledge and skills related to protecting athletes from abuse.
3. **Physical Boundaries:** I will respect the physical boundaries of all athletes and avoid any form of physical contact unless it is necessary for coaching purposes, is appropriate for the athlete's developmental stage, and has been explained and consented to. I will never engage in any form of inappropriate touch or sexual behavior.
4. **Anti-Doping and Ethical Practices:** I will adhere to anti-doping regulations and promote ethical practices within the sport. I will never support or engage in behaviors that encourage misconduct, including the use of prohibited substances or engaging in any form of abuse.
5. **Appropriate Reporting and Response:** I will immediately report any concerns or suspicions of sexual violence or inappropriate behavior to the appropriate authorities or safeguarding officer. I will ensure that my actions support a zero-tolerance approach to abuse, creating an environment where sexual violence is not tolerated.
6. **Safe Environment:** I will take all reasonable steps to ensure that the training and competition environments are safe, welcoming, and free from sexual violence or harassment. I will take immediate action to address any behavior that could lead to or enable abuse.

Responsibilities – Personal Standards

As a responsible coach, I will:

1. **Model Respectful Behavior:** I will demonstrate respectful behavior at all times, ensuring that my interactions with athletes, parents, and colleagues are professional, inclusive, and non-coercive. I will not tolerate any form of sexual harassment, inappropriate comments, or behavior that could make others feel uncomfortable or unsafe.
2. **Maintain Boundaries:** I will establish and maintain clear professional boundaries with all athletes. This includes avoiding situations where I am alone with an athlete, particularly minors, in private settings or situations that may be perceived as inappropriate or potentially exploitative.
3. **Avoid Inappropriate Content:** I will not use any form of communication, including social media, to send inappropriate or suggestive messages to athletes. I will avoid any behavior that could blur the lines of professional conduct or create a situation where sexual violence could occur.
4. **Promote Safe Sport:** I will consistently promote a safe and supportive environment for athletes, ensuring that their physical and emotional well-being is prioritized over performance goals. I will take steps to create a culture where all athletes feel respected and protected from any form of abuse.

Rights of Coaches

As a coach, I am entitled to:

1. **Respect and Dignity:** I have the right to be treated with respect by all athletes, parents, and colleagues. I should not be subject to any form of discrimination, harassment, or undue pressure, and I have the right to work in an environment where my personal safety and dignity are safeguarded.
2. **Access to Training and Resources:** I am entitled to access safeguarding training and other resources to better understand and prevent sexual violence in sports. This includes having the tools to report and respond to incidents appropriately and effectively.
3. **Support in Preventing Abuse:** I have the right to work within a framework that supports me in preventing sexual violence. This means having clear policies, clear reporting channels, and access to expert advice when necessary.
4. **Protection from Retaliation:** I have the right to report any form of misconduct or sexual violence without fear of retaliation. I will be supported by my organization and peers when raising concerns or reporting incidents, ensuring that I can act without fear of personal or professional harm.

Relationships – Building Safe, Positive Connections

As a coach, I will develop and maintain relationships based on the following principles:

1. **Mutual Trust and Respect:** I will build relationships with athletes based on mutual trust, respect, and clear professional boundaries. I will create an open environment where athletes feel safe to share their concerns and where they trust that their voices will be heard.

2. **Clear Expectations and Communication:** I will ensure that athletes understand the expectations of behavior, both for themselves and for me as their coach. I will clearly communicate what constitutes inappropriate behavior and outline the steps that will be taken if such behavior occurs.
3. **Safe Boundaries:** I will avoid spending time alone with athletes under 18 unless it is in a public or clearly supervised space. I will never invite athletes into my home, take them in my private vehicle, or share private spaces like bedrooms with them.
4. **Inclusive and Supportive:** I will ensure that all athletes, regardless of their background, gender, or identity, feel included, safe, and respected within the sports environment. I will never make assumptions about athletes or engage in behaviors that could lead to the marginalization or abuse of vulnerable individuals.

Breach of Conduct

I understand that if I breach this Code of Conduct, I may be subject to the following consequences:

1. **Verbal or Written Warning:** Minor breaches of this Code may result in a verbal or written warning, outlining the necessary corrective actions.
2. **Suspension:** If I fail to comply with the Code, I may be suspended from coaching activities until an investigation is completed and corrective actions are taken.
3. **Mandatory Safeguarding Training:** I may be required to attend additional safeguarding or sexual violence prevention training to ensure that I fully understand the importance of maintaining safe and respectful environments for athletes.
4. **Termination of Coaching License*:** Serious breaches of the Code, especially those related to sexual violence or misconduct, may result in the revocation of my coaching license or removal from my coaching position.
5. **Legal Action:** In cases where sexual violence or misconduct is reported, I understand that legal action may be taken, and I may be referred to law enforcement or relevant authorities.

By adhering to this specialized Code of Conduct, I commit to fostering a culture of safety, respect, and inclusion, where sexual violence is prevented, and all athletes can thrive in a secure and supportive environment.

Signature:

Date:

*This consequence is applicable in Member States in Europe that support such actions under their national sports laws, which enforce regulations to maintain the safety, integrity, and ethical standards of sports environments.



Sample Code of Conduct for Athletes Over 18 (Adults)

As a responsible athlete, I will:

1. **Abide by Safeguarding Policies:** I will follow all safeguarding policies and procedures, particularly those aimed at preventing sexual violence. I understand that these policies exist to protect all athletes, including myself, from abuse or harm in any form.
2. **Respect Boundaries:** I will respect the personal and physical boundaries of fellow athletes, coaches, and staff. I will not engage in any behavior that is physically or emotionally inappropriate, including harassment, inappropriate touching, or coercion.
3. **Promote a Safe Environment:** I will actively contribute to creating a safe, supportive, and respectful training and competition environment. I will speak up if I witness any form of sexual harassment or misconduct and encourage others to do the same.
4. **Ethical Behavior:** I will act ethically and professionally in all my interactions with other athletes, coaches, and officials. I will not use my position to gain personal or sexual advantages over others and will refrain from engaging in sexual activity or inappropriate behavior with athletes or staff.
5. **Use of Social Media:** I will not post or share inappropriate or harmful content on social media, including content that could contribute to sexual harassment or exploitation. I understand the impact that my online behavior can have on my reputation and that of my sport.
6. **Alcohol and Substance Use:** I will not engage in the consumption of alcohol or illegal substances during training, competitions, or other events associated with the sport. I understand that such behavior can create unsafe situations and jeopardize my integrity and that of my team.
7. **Support Victims of Abuse:** I will support those who report incidents of sexual violence or misconduct, ensuring they are listened to, believed, and receive appropriate support. I will not tolerate retaliation or victim-blaming.
8. **Report Misconduct:** I will report any misconduct or unethical behavior, including sexual harassment or violence, to the relevant authorities within the sport. I understand that failure to report such incidents can have serious consequences.

Breach of the Code of Conduct

I understand that if I fail to adhere to the Code of Conduct, I may face disciplinary action, which could include:

- ✗ A verbal or written warning
- ✗ Suspension from participation in training or events
- ✗ Removal from the team or club
- ✗ Termination of membership or involvement in the sport

Signature:

Date:

Sample Code of Conduct for Athletes Under 18 (Minors)

As a young athlete under 18 years of age, I have the right to:

1. **Be Safe and Protected:** I have the right to participate in athletics without fear of harm, including sexual violence, abuse, or exploitation. My safety and well-being are the primary concern of my coaches, team leaders, and other adults involved in my sport.
2. **Be Treated with Respect:** I have the right to be treated with dignity and respect by everyone involved in the sport. I will respect my coaches, teammates, and other participants, and expect to receive the same in return.
3. **Report Concerns:** I will report any behavior that makes me uncomfortable, including any form of sexual harassment or abuse, to a trusted adult or the club's welfare officer. I know that my concerns will be taken seriously and handled appropriately.
4. **Understand Boundaries:** I will respect the physical and emotional boundaries of others and expect them to do the same towards me. This includes avoiding inappropriate physical contact or comments that make others feel uncomfortable or unsafe.
5. **Safe and Appropriate Communication:** I will not engage in or tolerate inappropriate communication, whether in person, via phone, or online. I will speak up if I witness or experience inappropriate behavior, such as sexual harassment or exploitation, and encourage others to do the same.
6. **Support Peers:** I will support my fellow athletes by treating them with kindness and respect, ensuring that no one feels excluded, bullied, or intimidated. I will be an ally to anyone who may be the victim of inappropriate behavior.
7. **Understand the Importance of Consent:** I will always seek clear consent before any physical contact, including demonstrations of techniques or assistance during training. I understand that consent is key to maintaining a respectful and professional environment.
8. **Avoid Unsupervised Situations:** I will not be in situations where I am alone with a coach or adult member of the sports team without the knowledge and consent of my parents or guardians. I will ensure that all travel arrangements and personal interactions adhere to the sport's safety guidelines.

Breach of the Code of Conduct

I understand that if I do not follow this Code, action may be taken by my club, and I may face:

- ☐ A verbal or written warning
- ☐ Suspension from training or events
- ☐ Being asked to leave the team or club
- ☐ Further actions as deemed appropriate by my club or governing body

In breaches of conduct, my parents or guardians will be informed, and the appropriate authorities will be contacted.

Signature (minor):

Signature (Parent/carer):

Date:

Sample Code of Conduct for Parents/Carers

As a responsible parent or carer of an athlete, I will:

1. **Ensure Safe Participation:** I will ensure that my child's participation in sports is safe and enjoyable, free from any form of harassment, abuse, or sexual violence. I will support my child in making decisions about their involvement in sports while respecting their autonomy and well-being.
2. **Promote Respectful Behavior:** I will set a positive example by demonstrating respectful behavior toward coaches, athletes, officials, and other parents. I will not engage in or tolerate inappropriate language, bullying, or any form of sexual harassment.
3. **Adhere to Safeguarding Policies:** I will familiarize myself with and adhere to the organization's safeguarding policies and practices, particularly those that aim to prevent sexual violence and abuse in sports. I will report any concerns about my child's safety or behavior to the designated welfare officer.
4. **Support and Encourage:** I will support my child's efforts in their athletic journey, encouraging them to participate in a fair and positive manner. I will teach my child the importance of respecting others, adhering to rules, and maintaining appropriate boundaries in all interactions.
5. **Maintain Healthy Boundaries:** I will respect personal boundaries between athletes and adults, ensuring that my child's interactions with coaches, officials, and volunteers are appropriate and professional. I will never place pressure on my child to be involved in any situation that makes them uncomfortable.
6. **Monitor Online Activity:** I will monitor my child's online activity related to sports, ensuring that no inappropriate content or interactions occur. I will ensure that all communication between my child and coaches or officials is professional and conducted in a safe, respectful manner.
7. **Transporting Athletes Safely:** I will ensure that my child has safe transportation to and from events, and I will not allow my child to travel alone with coaches, officials, or volunteers unless appropriate safeguarding protocols are in place.
8. **Report Concerns:** I will report any concerns regarding inappropriate behavior, sexual harassment, or any form of misconduct to the club or organization's welfare officer immediately. I understand that raising such concerns is important for maintaining a safe environment for all participants.

Breach of the Code of Conduct

I understand that if I fail to follow this Code of Conduct, action may be taken by my club, and I may:

- X Be asked to apologize for my behavior
- X Receive a verbal or written warning from the club committee
- X Be suspended from attending training sessions or events
- X Be required to leave the club

Signature:

Date:

Sample Code of Conduct for Volunteers

As a responsible volunteer, I will:

1. **Adhere to Safeguarding Policies:** I will follow all safeguarding policies and procedures to prevent sexual violence and misconduct in sports. This includes adhering to all guidelines around the physical, emotional, and sexual safety of athletes, particularly minors and vulnerable adults.
2. **Respect Boundaries:** I will respect the personal and physical boundaries of all athletes, coaches, and fellow volunteers. I will not engage in or tolerate any form of inappropriate physical contact or communication, including sexual harassment, bullying, or coercion.
3. **Promote Positive Behavior:** I will contribute to fostering an inclusive and respectful environment where athletes can develop without fear of harassment or abuse. I will never condone or ignore any inappropriate behavior, including sexual misconduct, and will report any concerns I witness.
4. **Create a Safe and Welcoming Environment:** I will help create a space where all athletes feel safe and valued, regardless of their background, gender, or ability. I will ensure that athletes are treated with dignity and respect and that no one is subjected to any form of discrimination or sexual violence.
5. **Use Appropriate Communication:** I will ensure that all communication with athletes, whether in person or through electronic means, is professional, respectful, and appropriate. I will never engage in inappropriate or sexualized conversations with athletes, and I will report any such behavior if it occurs.
6. **Monitor and Report Misconduct:** I will be vigilant in monitoring the behavior of other volunteers, coaches, and athletes to prevent and address any instances of sexual harassment, abuse, or misconduct. If I suspect any form of inappropriate behavior, I will report it immediately to the safeguarding officer or relevant authorities.
7. **Avoid Risky Situations:** I will avoid being alone with athletes in isolated or private settings unless necessary for a specific purpose that aligns with safeguarding policies. I will ensure that all interactions between athletes and adults are transparent and, where possible, witnessed by another responsible adult.

8. **Attend Safeguarding Training:** I will complete all required safeguarding training, ensuring I am fully equipped to recognize and respond to any signs of sexual violence or misconduct. I will refresh my training regularly as required by my organization.

Breach of the Code of Conduct

I understand that if I do not follow this Code of Conduct, I may face disciplinary action, including:

- ☒ A verbal or written warning
- ☒ Suspension from volunteering at training sessions or events
- ☒ Removal from my volunteer position
- ☒ Referral to the appropriate safeguarding or legal authorities

By adhering to these standards, I commit to creating and maintaining a safe, supportive environment where all participants, especially vulnerable individuals, can engage in sport free from harm or exploitation.

Signature:

Date:

Sample Code of Conduct for Administrators in Sports Organizations

As a responsible administrator within a sports organization, I will:

1. **Adhere to Safeguarding Policies:** I will ensure that all safeguarding policies and procedures are implemented and followed consistently throughout the organization. This includes policies specifically aimed at preventing sexual violence and misconduct in sports. I will make certain that all staff, volunteers, and athletes are aware of these policies and their responsibilities in maintaining a safe environment.
2. **Create a Safe and Inclusive Environment:** I will work to create and maintain an environment where all participants—athletes, coaches, volunteers, and staff—feel safe, respected, and valued. I will actively promote inclusion, ensuring that everyone, regardless of their background, gender, or ability, is able to participate without fear of harassment or discrimination.
3. **Ensure Proper Training and Education:** I will ensure that all staff, coaches, and volunteers receive appropriate training in safeguarding, sexual violence prevention, and ethical behavior in sport. This includes regular updates and the provision of resources that help prevent misconduct and promote positive behavior.
4. **Monitor and Enforce Policies:** I will be responsible for monitoring the adherence to the organization's safeguarding policies, ensuring that all behaviors meet the expected standards. I will enforce the policies consistently and fairly, taking

appropriate action when breaches occur, especially those related to sexual violence or misconduct.

5. **Report and Address Concerns:** I will ensure that there are clear and accessible procedures for reporting any concerns regarding sexual violence, harassment, or misconduct. I will act promptly and appropriately when such concerns are raised, ensuring that all reports are taken seriously, confidentially managed, and investigated thoroughly.
6. **Ensure Confidentiality and Privacy:** I will protect the confidentiality of individuals involved in any safeguarding concerns, ensuring that sensitive information is shared only with those who have a legitimate need to know. I understand the importance of respecting the privacy and dignity of all involved.
7. **Promote Ethical and Respectful Behavior:** I will ensure that all policies and actions taken by the organization promote ethical conduct, respect, and accountability. I will lead by example, demonstrating the highest standards of behavior and expecting the same from others.
8. **Maintain Clear Communication:** I will ensure that there is open and transparent communication within the organization, particularly regarding the safeguarding policies and procedures. I will encourage all members of the organization to speak up about concerns and report misconduct without fear of retaliation.
9. **Support Victims of Abuse:** I will ensure that any athlete or individual who has been affected by sexual violence or harassment is provided with the necessary support, including access to counseling, legal assistance, and other relevant resources. I will create a culture where victims feel safe coming forward and confident that they will be supported through the process.

Breach of the Code of Conduct

I understand that if I fail to follow this Code of Conduct, I may be subject to disciplinary action, which could include:

- ☒ A verbal or written warning
- ☒ Suspension from my administrative role
- ☒ Removal from my position within the organization
- ☒ Referral to the appropriate authorities for further investigation or legal action

As an administrator, I am committed to upholding the highest standards of conduct and integrity to prevent sexual violence and misconduct and to promote a positive and inclusive sporting environment for everyone involved.

Signature:

Date:

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RISE GUIDE

STANDARDS OF CONDUCT AND CODES OF BEHAVIOURS WITHIN SPORT CONTEXTS



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