**Code of Conduct/Behaviour**

I the undersigned participant/staff/volunteer at the [NAMED] Tournament/Event held on [DATES] by agreeing to the following Code of Conduct **understand that**:

* I am expected to **act respectfully and responsibly** towards all other participants and attendees, that I will follow both the tournament rules (both competition and other regulations, such as health and safety protocols), and the applicable principles of the Swiss Olympics’ Charter for Ethics in Sport.[[1]](#footnote-1)
* There is **zero tolerance** with regard to:
  + Any **discriminatory behaviour**. Including, but not limited to, discrimination on the basis of gender, sexual orientation, age or appearance, abilities, civil status, social background, religion or beliefs, ethnicity and/or national origins.
  + Creating a stressful or unwelcoming environment for others through **abusive, offensive, threatening, intimidating or disruptive behaviour**. Including, but not limited to, physical or verbal intimidation (e.g. bullying and/or humiliating others), offensive verbal or sexual comments; physical assault and/or battery; sustained disruption of bouts, panels, and other events; bathroom/changing-room policing; inappropriate/unwelcome physical contact or attention and/or infringement of previously announced personal boundaries; and other harassment (e.g. stalking).
* I will not take **unwelcome (harassing or non-consensual) photographs**, video or other images of others (ask first and/or desist and delete if requested). And, in accordance with child protection practices, will not take photographs, video or other images of children/young people without the consent of the parents/carers and children themselves (see notes over). I will also endeavour to prevent others from doing so as well.
* Engaging in any such discriminatory, abusive or unwelcome behaviour will lead to **expulsion from the tournament/event**, without the possibility for a refund.
* Where someone’s behaviour has made me uncomfortable, or if I witness the same happening to someone else, I will **immediately inform the tournament organisers** and/or their dedicated Welfare Officer.
* **Criminal behaviour** will be reported to the police, without exception.

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**Explainer:**

Swiss HEMA endeavours to follow the nine principles in the Swiss Olympics’ Charter for Ethics in Sport.[[2]](#footnote-2) This charter requires a *‘respect for and responsibility towards oneself and others’* in sport and, as such, Swiss HEMA members are resolved to:

***Be Respectful:*** *By epitomising and embodying an attitude of openness (equality, diversity and inclusivity) towards all persons regardless of their personal background (gender, sexual orientation, age or appearance, abilities, civil status, social background, religion or beliefs, ethnicity or national origins); and*

***Be Responsible:*** *By developing and maintaining safeguarding protections and protocols for HEMA participation. With measures taken to protect the health, well-being and human rights of individuals, and to address any issues arising from prejudice or discrimination.*

This Code of Conduct is meant to apply to anyone attending tournaments or events, including participants, exhibitors, vendors, attendees, instructors, presenters, panellists, guests, press, staff, and volunteers. It has been developed as an example for use by Swiss HEMA members (who may freely adapt it).

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| **Notes: Children and images:**  Individual photographs: The informed, oral consent of the child and parent/guardian must always be obtained before a photograph or image of a child is taken and used, and its intended and/or possible use(s) explained. The implications of using images, including risks and possible negative consequences, especially where images used on websites should also be fully explained. If being published: child-friendly consent forms should be used for obtaining consent from children and, where possible, the child and family should be shown the image before it is published.  Group photographs: As with individual photographs, it should be explained to the group what the photographs will be used for and consent should be sought from individuals in the group. Any individuals who wish to opt out should be allowed to do so.  General photographs: When using images of children in crowd scenes where it may be difficult or impossible to get consents, the following should be taken into consideration: Would the children attending the event expect photographs to be taken? Would children in the photograph probably consider themselves to be in a public place, with no expectation of privacy? Is it unlikely that anyone would object to the photograph being taken? (An individual could be in a public place but may not want any images of them being used). |

1. These are*: 1. Equal treatment for everyone; 2. Sport and social environment in harmony; 3. Strengthening personal and shared responsibility; 4. Respectful encouragement rather than excessive demands; 5. Educating on fairness and environmental responsibility; 6. Rejecting violence, exploitation and sexual abuse; 7. Rejecting doping and drugs; 8. Abstaining from tobacco and alcohol consumption during sport; and 9. Opposing all forms of corruption.* [↑](#footnote-ref-1)
2. <https://www.swissolympic.ch/dam/jcr:2af58143-3684-40e2-ba38-36e77fafe077/2015_Ethik_Charta_A4_fbg_EN.pdf> [↑](#footnote-ref-2)