

## *ICSBF – Ethic Code and Guideline for members*

Fair play - the ethical principles of the sporting community are the right and duty of all those involved in sport and physical activity. We - the officials, players, referees and all those who are related to ICSBF - want to promote fair play, both as a community and as individuals.

The purpose of this document is to explain what kind of behavior we encourage and what kind of behavior we do not accept. We offer tools to create a respectful climate for the expansion of the sport and for quality activities. The aim is for everyone to feel valued in the sport and for the environment to be supportive and safe. In all its activities, the ICSBF complies with the international conventions in force in the field of sport and physical education.

Therefore, ICSBF is committed to respecting and promoting human rights in all activities and decisions and committed to combating all forms of discrimination, including but not limited to discrimination based on gender, gender identity, age, origin, sexual orientation, religion or disability. Especially promoting and protecting the rights of girls and women in sport and ensuring their full and equal participation in all events and trainings. Catch'n serve Ball ensures the equality, dignity and mutual respect of all individuals who participate in or are affected by all activities.

### **1. Equality and non-discrimination**

Our organisation wants to use sport to promote equality. We create environments where every player has a fair chance to succeed. Respecting the principles of fair play, we are committed to promoting gender equality, non-discrimination, and an equal culture (language, religion, opinion) both on and off the field.

### **2. Respect**

In our work, we value each person as an individual, and each person's work when we work together. In a competitive situation, we respect our competitors.

### **3. Multiculturalism**

Multiculturalism is a fundamental element of our organization. We do not accept racism or discrimination in any form. We want to promote actively intercultural interaction and invite especially women with refugee history and immigrants to be part of ICSBF. If racism or discrimination is detected, it will be addressed immediately.

First contact is the responsible event organizer. Then a report about the incident should be send to ICSBF ExCom: [office@catchandserve-ball.com](mailto:office@catchandserve-ball.com)

**4. Accessibility**

Accessibility means both the physical environment and the intangible environment, such as services or information. Everyone has equal access to our events, services, and activities. To get more detailed information send a message [-office@catchandserve-ball.com](mailto:office@catchandserve-ball.com).

**5. Harassment, bullying and other improper treatment**

Our organization does not tolerate any form of harassment, bullying or other inappropriate treatment. We want to combat them proactively. We have specific guidelines for harassment situations.

**6. A secure operating environment**

Safety always starts with anticipation. The organizer of an event or activity is always largely responsible for the safety of the environment, participants, and property. Regulations at national level must always be considered. The national authorities may require a separate safety and emergency plan for an event.

**7. Healthy lifestyle and intoxicants**

Our events support a healthy lifestyle. All our events for children and young people are alcohol-free. The use of alcohol in the side events should be reasonable and in accordant with good manners.

**8. Good governance and finance**

We are open in our decision-making. We prepare and justify proposals carefully and ensure that all parties are heard. We communicate actively and positively. We manage our finances professionally. It must also be transparent and based on realism.

**9. Sustainable development and respect for nature**

In all our activities, we take into account the UN's 2030 Sustainable Development Goals (SDGs), where climate and environmental responsibility are key factors. Events are planned with prior consideration of issues such as public transport, recycling and ethical eating.

**10. Breeder responsibility**

Our organization recognizes the important role of educator and role model in all its activities, especially for children and young people. Our aim is to raise actors who are courageous promoters of equality.

**11. Anti-doping**

The use of doping is strictly prohibited in the activities of our organization. Everyone has the right and the duty to report any suspected doping, competition manipulation or spectator safety violations.

I have read this document carefully and fully understand its content. With my signature I confirm that I fully support and actively promote all points above in my country and in all other foreign countries especially at competitions and trainings. In case of non-fulfillment, I also agree with the consequences up to an exclusion from the ICSBF.

Date, Place,

Federation / Team

Name

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