

Code of Conduct Harambee

This code of conduct describes how we expect everybody to behave within Harambee. It serves as a guideline for both members and guests to adhere to, and as a framework for holding each other accountable or even for possible sanctioning.

Everybody at Harambee:

- is respectful to other people, including but not limited to: teammates, trainers / coaches, opponents, officials and spectators.
- takes good care of the facilities, materials and the environment
- respects mutual agreements
- will play fair and not participate in activities like cheating or matchfixing
- will not bet on their own matches (either as player, trainer/coach or official)
- refrains from drinking alcohol before or during their practices or competition matches (either as player, trainer/coach or official)
- drinks alcohol in moderation
- will not carry, use, or be under the influence of any other drugs
- is considerate when sending/posting messages or photos via/on social media platforms or other publications, especially when other people are involved
- watches their actions and language to prevent insults, intimidation, discrimination, belittling or otherwise mentally harming others
- will not discriminate based on religion, beliefs, political views, race, gender, sexual orientation, cultural background, age or any other characteristics
- refrains from making sexually suggestive comments
- will not touch others against their will
- will not fight, won't use violence and won't carry any weapons
- reports violations of the code of conduct to the board or a Confidential Contact Person (CCP)

All members of Harambee:

- are hosts of Harambee and ambassadors of the association and its values towards each other, guest teams, supporters, officials and all others involved
- know the contents of the applicable rules and regulations, and act accordingly

All trainers and coaches:

- facilitate a safe environment around the practices and matches regarding physical and social safety
- are an example to their athletes and help everybody to comply with the regulations, house rules and the code of conduct
- are expected to be extra vigilant for signs of misconduct and report them to the board or a CCP

- are open and act as transparently as possible
- are aware of the power inequality and dependence, they do not abuse their position
- respect the private life of players

- will not accept favors or gifts to do anything that contradicts the integrity of the sport

All match officials:

- facilitate a safe environment around the match regarding physical and social safety
- are collegial to other officials, including those of other matches

- are open and act as transparently as possible
- are neutral in their decisions and avoid the (appearance of) conflicts of interest
- will not accept favors or gifts to do anything that contradicts the integrity of the sport

All board members, committee members and functionaries:

- facilitate a safe environment regarding physical and social safety
- are an example to all members and help everybody to comply with all applicable rules and regulations
- are expected to be extra vigilant for signs of misconduct: they report them to the board or a CCP, and act accordingly

- will use any available personal and/or confidential information only for their intended goals

- are open and act as transparently as possible
- act in the interest of the association, its members and/or affiliates
- prevent (the appearance of) conflicts of interest. They do not hold additional functions or financial interests that could conflict with their function at Harambee
- will not accept or offer favors or gifts intended to do anything that contradicts the integrity of the sport or the association
- will report all gifts and presents with a value over 50 euros, that are offered by or to them in their function

Enforcement:

The board is responsible for enforcing these rules. All violations will be judged and possibly sanctioned on a case-by-case basis. Sanctions can be appealed in consultation with a CCP.