



Belgian Twirling Sport Federation

National v.z.w.

Lid IBTF Membre

CODE OF ETHICS AND CODE OF CONDUCT

The purpose of this Code is to determine the ethical standards that must be followed to ensure the safety and integrity of athletes and members of the BTSF Nat and establishes the rules to be followed by the athletes and the Board of Directors in the context of their practice within the BTSF Nat. Everyone involved will be able to read it and apply it.

The persons covered by this document are listed below:

- Board of Directors
- Coaches
- Members of the Technical Committee and Judges
- All full or affiliated members of the BTSF Nat.

Art. 1 INTEGRITY

Persons subject to this Code of Ethics and Conduct shall conduct themselves with the utmost honesty and integrity in the performance of their duties. In this context, they will adopt behaviours and make ethical and responsible decisions that are unlikely to harm the athletes, the good reputation of the BTSF Nat, etc.

These people will have to refrain from any form of cheating, denounce proven injustices, promote the fight against doping and the use of prohibited substances or methods that improve performance. They will not be guilty of embezzlement, misappropriation of property or funds belonging to the BTSF Nat.

They must not accept or give any personal, excessive, monetary or other benefits.

2 LOYALTY

Persons to whom the Code applies must perform their duties independently, objectively and transparently. They must be free from any influence that could jeopardize their loyalty to the BTSF Nat.

3 EQUALITY

No discrimination of any kind may be applied to others.

Persons to whom this Code applies must show respect for all persons, regardless of national or social origin, colour, sex, sexual orientation, language, religion, political or other opinions, disability, physical features, and athletic fitness or other status.

Persons to whom this code applies may not actively or passively participate in any form of discrimination. They are obliged to inform the competent authorities or to correct unjustified discriminatory practices.

Art. 4 RESPECT AND DIGNITY

Persons covered by this Code must ensure that all persons engaged in twirling or majorette are treated with respect and courtesy at all times, and encourage other persons involved in sport to respect each other as persons.

They will ensure that a climate of mutual support is developed between the different stakeholders in sport and that positive aspects of sport, such as fair play, are systematically promoted.

They will exercise discretion in their private conversations about individuals who participate in sports and ensure that all statements and other forms of communication relating to others that are not intentionally offensive are also on all forms of social media.

They will be confident to report difficulties or concerns appropriately, keep their emotions in check, and use non-offensive language.

All forms of harassment are prohibited.

All acts, methods and attitudes that may harm bodily integrity (physical, sexual and verbal abuse, humiliation, intimidation, isolation, denigration) are prohibited. Persons covered by this Code will refuse to tolerate them in other sports interests.

In particular, it is forbidden to use someone's power or authority to try to coerce a person into a sexual act. It is also forbidden to make, gesture, or touch comments with sexual connotations if such comments or actions may harm the targeted person due to their humiliating or humiliating nature, create an offensive or intimidating context. It is also forbidden to violate the dignity of others by publishing photos/videos with intimate content, without the knowledge of the person being targeted

5 CONFIDENTIALITY

Persons covered by the Code will not, under any circumstances, disclose confidential information that they have become aware of in the course of their role or activities, unless permitted by law. The right to discretion and discretion should take precedence over media information.

Art. 6 CONFLICTS OF INTEREST

Persons covered by the Code act in the interest of the BTSF Nat when they take decisions that affect or may affect the interests of the BTSF Nat. Their decisions are taken without taking into account interests other than those of the BTSF Nat, provided that they are in accordance with this code of ethics.

In the event of a potential conflict of interest, the person must immediately inform the body in which he or she sits and withdraw from the discussion and vote, unless he or she is authorized to participate.

If she does not do this intentionally, she will be asked to leave the room and any decision made in her presence will not be validated.

Interest is defined as:

- Any direct or indirect interest
- Private or personal
- Financial or other

Conflict of interest is defined as the fact that a person exercising a particular professional activity or having an effective mandate is placed in a situation that may raise doubts as to the motive for his or her decisions within the BTSF Nat, in particular the personal and/or material involvement as a member of the Board of Directors.

The fact that a director also holds a position in one of the clubs, as a full member, should not in itself constitute a potential conflict of interest.

7 NEUTRALITY

Persons covered by this code remain politically neutral when representing the BTSF Nat.

Art. 8 AREA OF EXPERTISE

Any breach of the Code will be sanctioned and submitted to the Disciplinary Committee of the BTSF Nat or its Executive Committee.

The penalties are as follows:

- Call to order, warning or reprimand.
- Revocation of any prize or other award that may have been awarded by the BTSF Nat
- Suspension or dismissal of a person from office
- Temporary or permanent ban from participating in the activities of the BTSF Nat - Any sanction that may be provided for in special rules
- Fine
- Lawsuit

CODE OF CONDUCT

The Code of Conduct provides guidance to various stakeholders in the sport sector on the behaviour and practices expected of them in the performance of their duties/activities.

Combined with adherence to the Code of Ethics, this guide encourages those involved in sport to adopt ethical conduct in sport.

9 Code of Conduct for Sportsmen and Sportsmen

- Understand and comply with all the rules and regulations set forth for Twirling and Majorette.
- Respect and follow the policies and regulations in force of the BTSF Nat.
- Actively participate in decisions that affect him/her.
- Take care of your physical and mental health and your social environment.
- Abstain from illegal substances or performance-enhancing drugs, comply with all drug quality control rules and regulations properly carried out by the national federation, adopt responsible management of alcohol consumption.
- Make a conscious effort to raise concerns with coaches or other officials
- Report any injuries or accidents to the coach, appropriate staff, and parents to ensure proper treatment can be prescribed.
- Accept success and failure, victory and defeat with dignity.
- Maintaining the right relationships with the coaches and the Board of Directors of the BTSF Nat.
- Respectfully accept the decisions of officials or judges during competitions. Complaints, disagreements or conflicts must be dealt with by the Board of Directors of the BTSF Nat.
- If necessary, provide accurate personal information to the relevant authorities. - Respect the confidentiality of information between athletes, coaches, parents, and the BTSF Nat Board of Directors.
- Communicate with others in a respectful and professional manner, and do not use social media in a way that is harmful to individuals or could damage the reputation of the sport.
- Not to allow themselves to be corrupted, not to corrupt anyone, and not to tolerate any form of manipulation of competitions.
- Report alleged misconduct by coaches or others involved in Twirling to the members of BTSF Nat's board of directors

10 Code of Conduct for Coaching

- Understand and comply with all the rules and regulations set forth for Twirling and Majorette.
- Always respect and follow the policies and regulations in force of the BTSF Nat.
- Putting the health, safety and well-being of athletes first. - Reduce the risk of injury for participants and maximize their development.
- Make sure that each Twirler and Majorette follows a well-planned training program, appropriate to their age and skill level, physical condition, which has been communicated to parents.
- To help each athlete show their potential by respecting talent, stage of development and goals.
- Make sure that any physical contact with another athlete is appropriate to the situation and necessary for the development of the athletes' skills and/or safety.
- Treat each participant as an individual and set them up for success. - Encourage athletes to respect each other.
- Accept success and failure, victory and defeat with dignity and encourage the athlete
- Make sure the training environment is safe.
- Maintaining appropriate professional relationships with parents, athletes and board members.
- Actively listen to the observations of the practice and provide appropriate actions to resolve problems.
- Give feedback to twirlers and Majorettes.
- Respect the confidentiality of information between athletes and coaches, coaches and officials, coaches and parents or authorities.
- Communicate with others in a respectful and professional manner, and do not use social media in a way that is harmful to individuals or could damage the reputation of the sport.
- Show professionalism and commitment by providing quality advice and by not questioning coaching qualifications and experiences.

- Obtain and maintain the right qualifications and stay up-to-date with the most up-to-date training practices.
- Work collaboratively, fairly and impartially within a club or national team, with an understanding of the specific roles and tasks of all members.
- Recognize and accept when it is appropriate to assign an athlete to another coach.
- Never put athletes in danger.
- Not to allow themselves to be corrupted, not to corrupt anyone, and not to tolerate any form of manipulation of competitions.

11 Code of Conduct for Civil Servants, Judges

- Understand and comply with all applicable rules and regulations set for Twirling and Majorettes.
- Always respect and follow the policies and regulations in force of the BTSF Nat.
- Above all, enforce the athlete's duty of care.
- Be prepared for the assigned position, be dressed in appropriate attire, and perform all tasks with professionalism, competence, courtesy, efficiency, and punctuality. - Demonstrate absolute fairness, impartiality, and consistency in all judicial situations.
- Not to allow themselves to be corrupted, not to corrupt anyone, and not to tolerate any form of manipulation of competitions.
- Work in a spirit of collaboration with other officials and organizers of championships or other activities organized by the BTSF Nat.
- Provide constructive feedback, when requested and in a timely manner.
- Submit timely reports or reviews as required.
- Respect the confidentiality of information between coaches and members of the Board of Directors.
- Communicate with others in a respectful and professional manner, and do not use social media in a way that is harmful to individuals or could damage the reputation of the sport.
- Report any suspicion of misconduct by others involved in the sport to the appropriate safety authorities.
