



Code of Conduct

Yoga and Sport with Refugees (YSR) is committed to the highest standards of ethical and professional conduct. Indeed, good intentions are not always enough, and YSR recognise its responsibility in making sure its mission is delivered ethically and safely.

This Code of Conduct (CoC) needs to be read, understood, signed and respected by the staff, the volunteers, the teachers, the partners and visitors of YSR.

Implementation and review

This CoC will be translated in all relevant languages and communicated, YSR making sure all communities have access to it.

This Code will be part of the induction process of all staff, volunteers, teachers, partners and visitors of YSR.

Values

The main objective of YSR is to provide physical and mental health to people through sports. Therefore, the ethics and values of sport are always on top of the training/practices: respect, joy, inclusion, improvement, teamwork.

Values and non discrimination

I commit to:

- Carrying out the message that the YSR community is open to all people and everybody is welcome to the activities developed by the organization regardless of age, gender, sex, place of origin, religion, beliefs, ideas, identity, orientation and/ or ability.
- Treating all people in our spaces and activities with respect. I will not make any contemptuous, discriminatory, sexist, racist, xenophobic and/ or homophobic comment or action.
- Not engaging in or tolerating any form of harassment, aggression, abuse of power or wrongdoing.
- Not commenting on anyone's appearance, body or clothing.
- Refraining from making racist or sexually offensive jokes, or jokes which enforce poser imbalances
- Upholding the dignity and honor of participants, staff, teachers and community volunteers in the project, and for the visitors, makers and the rest of the members and operation.
- Reporting any malpractice I witness.



Project and collaboration

- Not taking any action that might jeopardize the objectives of the Project or any other project within Yoga and Sports with Refugees.

Local law

- I will comply to the local law

Safeguarding

We contribute to a balanced and fair environment. As described in our Safeguarding policy, I will:

- Be mindful of cultural differences and refrain from initiating excessive physical contact
- Make sure to keep the spaces a safe space by refraining from political discussions
- Not give any advice to people about something I am not trained on.
- Not ask questions to people about their past or asylum process, unless they are good friends.
- Not judge or show favor to any of the other volunteers, team members, teachers or users of the gym at any given moment.
- Not push my political, social, religious belief on anyone.
- Follow the rules at the gym and help enforce them.
- Not have any relationships with minors
- Disclose any romantic relationship which started in YSR

Participation

YSR is a place where everyone's voice and opinion is welcome and encouraged.

- Allowing all actors of YSR the opportunity to have their voice heard, express their opinion and contribute to YSR mission.
- Ensuring YSR is a safe place and has a welcoming atmosphere for the activity. I will be fair, respectful and open to discussion.



Confidentiality and digital protection

YSR is committed to sharing publicly the accomplishments of refugees and asylum seekers, and telling their stories. Content shared on social media is done with informed consent and ensures the dignity of everyone involved.

I commit to

- Not taking photos or videos without informed consent. I will make sure consent is informed, being particularly careful of the languages.
- Never taking photos or videos of minors
- Not sharing photos or videos without informed consent
- Maintaining the confidentiality of all proprietary or privileged information to which I am exposed while collaborating with YSR
- Maintaining the confidentiality of all personal data stored by YSR about users of the gym, teachers or team members

Wellbeing

- I am responsible for my own well-being and will not hold Yoga and Sport with Refugees responsible for the inherent hazards of my position. Various hazards including, but not limited to, illness, violence, and political unrest.
- I will communicate about any support or rest I need.

Consequences

- In case of misbehavior, I know I can be banned from the site. If the coordinators or directorate consider it necessary, I can be suspended from the community for a certain time, or forever.

Documents

- I have read, understood and signed the **Safeguarding Policy**.
- I have read the **CFM document** and understand who to report feedback or complains to
- I have read the **Whistleblowing policy** and understand how to raise concern if needed
- I have read and understood the **procedure of disclosure of violence**
- I have read and understood the **Child safeguarding rules**
- I have read and understood the **GDRP policy**
- I have read and understood the additional **agreement** relevant to my involvement in YSR (volunteer, teacher, partner or visitor)

Yoga and Sport with Refugees - Code of Conduct



By signing this document I declare that I have read and understood the code of conduct and express my willingness and understanding to behave accordingly,

Name:

Date:

Signature

