

SELF-CONCEPT – CODE OF CONDUCT

Self-Concept

In our club, we actively advocate for the rights and dignity of all people, especially for the protection and rights of children and young people, with or without any kind of disability.

It is especially important to us that everyone particularly children and young people feels empowered to speak up when they encounter situations they do not want or that make them feel uncomfortable.

No person especially no child or young person is judged, disadvantaged, discriminated against, or excluded in our club because of their origin, skin color, religion, or other beliefs.

Our declared goal as a club is to promote the values of fair and healthy sports. In doing so, we make a significant contribution to ensuring that every person especially every child and young person can participate in sports and community life free from psychological, physical, and sexualized violence.

The following rules enable mindful and appreciative interaction. They describe and promote respectful behavior within the club and toward others within appropriate boundaries.

We pay special attention to the wishes and needs of children and young people in our interactions and in our planning and actions.

The designated protection officer and first point of contact for all these matters is Michael Lehmann, along with a female contact person who is yet to be named.

Code of Conduct

- ✓ Regardless of role or function within our club, we treat one another as equals. This principle also applies to our visitors and guests, especially during competitions and events and we uphold it when visiting other clubs as well.
- ✓ Equality for all individuals is a fundamental value. We do not tolerate stereotypical media portrayals in any form (i.e., when media depict people or groups in simplified, clichéd, and often distorted ways based on their social, ethnic, or cultural background).
- ✓ Criticism whether positive or negative is expressed appropriately and directly. All forms of feedback receive equal attention and are addressed proportionately. In unclear situations, the department board or protection officer must be consulted.
- ✓ Prior to any necessary physical contact, we obtain consent from the athletes, especially from children and young people..
- ✓ Athletes must not participate in training or competition wearing inappropriate clothing.
- ✓ Changing rooms and shower/toilet facilities are reserved exclusively for athletes. When youth and adult training sessions or competitions overlap, we establish time slots to ensure privacy for all participants.
- ✓ Trainers and supervisors must never remain alone with individual athletes in enclosed spaces. This applies particularly to interactions involving children and young people.
- ✓ Trainers, supervisors, or other adults must not be present in shower or toilet facilities while they are being used by athletes, especially children and young people.

Code of Conduct

- ✓ No individual conversations will be held by telephone or other media, especially social media. If direct individual contact is necessary, it must not take place with children or young people unless at least one legal guardian or a member of the department board is present. For adult athletes, it should be clarified whether another person such as the protection officer should also be present..
- ✓ If disciplinary measures are necessary, they must always be coordinated with the department board.
- ✓ For rituals (e.g., award ceremonies), all participants must agree in advance on how the athletes envision the process. If children and young people are involved, this must also be discussed with their legal guardians. This is especially important with regard to physical contact. The agreement must be documented in writing and confirmed with the legal guardians' signatures.
- ✓ For trips to competitions or group outings, at least two responsible club members must be present at all times. Mixed-gender teams must be supervised by appropriately gender-representative staff.
- ✓ If overnight stays are planned during such trips, arrangements must ensure that trainers and supervisors are housed separately from athletes. This is particularly important when children and young people are involved. Exceptions apply only when children and young people are staying with their legal guardians.
- ✓ When traveling by car, children and young people must never be transported alone and should preferably be seated in the back. The front passenger seat should generally remain unoccupied.

Code of Conduct

- ✓ We are always mindful that selecting athletes for training and especially for competitions—represents a form of authority. Therefore, selection and participation are conducted transparently and without personal bias.
- ✓ Athletes, particularly children and young people, must not enter the private spaces of trainers, supervisors, or board members alone.
- ✓ This self-concept and code of conduct are integral parts of the club's statutes, and any violations may result in disciplinary action.
- ✓ The code is published on the DSV04 website and is accessible at any time.
- ✓ All youth department members receive a copy of the protection concept. The use of image material is explained to legal guardians upon joining the club, and their consent is obtained.

The Executive Board
October 2025