

CODE OF CONDUCT (VERHALTENSKODEX)

In my work for JDAV and DAV, I take responsibility for the well-being of the children, young people, and adults entrusted to me. This includes the protection of children and young people, in particular, from boundary violations, sexual assaults, and sexual abuse, as well as from all forms of discrimination.

- (1) Club work thrives on mutual trust and cooperation. In my leadership role, I hold a special position of authority and trust. I assure that I use this position to protect, not harm, the individuals entrusted to me.
- (2) My interactions with children, young people, and adults are characterized by respect, appreciation, and trust. While respecting my own boundaries, I prioritize the well-being of the individuals entrusted to me over my personal goals.
- (3) I recognize and respect the privacy and individual feelings of proximity and distance of the individuals entrusted to me, as well as all other participants. I ensure that group members also respect each other's personal boundaries.
- (4) I advocate for a respectful club culture in which responsibility for one another is taken, and where it is possible to openly address any form of personal boundary violations.
- (5) I actively take a stand against sexist, racist, discriminatory, and violent verbal and non-verbal behavior.
- (6) I ensure equal opportunities for all individuals, regardless of gender identity, sexual orientation, origin, or disability. I respect their individual needs.
- (7) The protection of children and young people come first. In case of suspected sexual violence, I consult internal contact persons within the association and, if necessary, seek professional, specialized support and assistance.