

# CODE OF CONDUCT

**This document applies to all University Sports Center staff (part-time, full-time, volunteers).**

**I am aware of the fact that I hold particular responsibilities within the context of my role. As such**

- I respect other people's right to bodily integrity and reject all forms of violence, whether physical, psychological, or sexual in nature. In cases where a high degree of physicality (such as bodily contact) is intrinsic to the type of sport I practice, I will ensure that the applicable rules of fair play are upheld and that participants interact in a respectful manner.
- I am aware that others may perceive my conduct in ways that I did not intend. For that reason, I will make sure to pay attention to and respect people's individual preferences regarding personal space and personal boundaries so that I do not make them feel uncomfortable. I will adapt my behavior to accommodate others, remaining empathetic and reflective of my own behavior at all times, and let others know that I am open and receptive to discussing these matters.
- I will take an active stand against verbal and non-verbal harassment, abuse, and violence, discrimination, racism, sexism, and hostile behavior (which includes sexualized or lewd remarks, degrading or offensive comments, and inappropriate and unwanted physical contact).
- I will make efforts to ensure that all people – regardless of gender, age, sexual orientation or identity, religion, or cultural background – are able to participate without having to face discrimination.
- I will promote an open and respectful atmosphere in the context of my work at the University Sports Center. By acting in a considerate and thoughtful way toward other people and the environment, I will set an example for others in the realm of sports activities.
- I will exercise discretion when handling the personal data of children, young people, and adults, which means that I will check whether I am bound by professional confidentiality before sharing said data and will obtain the consent of the data subject where necessary.
- In cases where a person's boundaries have been overstepped, in which they have faced discrimination, or in which they have even been assaulted, I will work to comprehensively investigate the matter by objectively listening to each witness and refraining from drawing any foregone conclusions before having pursued all relevant information.
- In situations involving discrimination, threats, verbal abuse, and in cases of conflict I will reach out to professionals for support and advice and I know the respective points of contact I can turn to if I am unsure, have any questions, or am dealing with an incident. The protection and safety of those involved in such cases is paramount and I will act in accordance with their wishes to the best of my ability.
- I confirm that I do not have any previous convictions and that no criminal charges are being brought against me at present. I am aware that I may be immediately dismissed from the University Sports Center if I have been willfully deceitful regarding any previous convictions, criminal charges, or disciplinary proceedings.

**By signing this Code of Conduct I pledge to uphold the principles outlined therein.**

---

*Place, date*

*Name (in full)*

*Signature*

**Respektvoll. Tolerant. Fair.**

Wir gestalten ein respektvolles Miteinander ohne Barrieren und treten aktiv für einen fairen Sport ein, in dem Toleranz gelebt wird.



# ATTACHMENT: Relevant Counseling Services

If you participate in activities at the University Sports Center, you are entitled to attend counseling services if you have experienced unfair, unpleasant, or disrespectful treatment.

## Counseling

Usually, the first thing that happens is that a counseling service staff member will listen to your concerns and discuss the situation with you. They will help you think about how to assess the situation and ways to resolve it. They will discuss your needs and wishes with you and how to pursue them. They might also help you write up a summary of what took place or provide you with information about other relevant support offices and courses of action. If it is your express desire to pursue further steps after your initial consultation, the staff member will also help you plan and document them. No action will be taken without your explicit consent.

### [Gender Equality Officer for the University Sports Center:](#)

for participants and course instructors at the University Sports Center | confidential, anonymous on request

### [Center for Academic Advising and Psychological Counseling](#)

for members of Freie Universität Berlin, students and employees | confidential, anonymous on request

### [Office of the Standing Working Group on Sexual Harassment, Discrimination, and Violence](#)

for all members, associates, and visitors of Freie Universität Berlin | confidential, anonymous on request

### [Chief Gender Equality Officer](#)

for all women and people who have experienced discrimination on the basis of their gender identity | confidential, anonymous on request

### [Office of Social Counseling](#)

for all employees at Freie Universität Berlin | confidential

### [Counseling for Women\\* at AStA](#)

for students and employees who do not identify as cis-men | confidential, anonymous on request

### [Diversity and Antidiscrimination Office](#)

for members of Freie Universität Berlin, students and employees | confidential, anonymous on request

Other internal and external support services for students and doctoral candidates can be found > [here](#) < while those for employees can be found > [here](#) < .