

# Code of Conduct

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## D.S.T.V. Aloha

This code of conduct was approved during the general assembly on March 9th 2026.

### Purpose

The purpose of this code of conduct is to ensure a safe, inclusive, and respectful environment in which all individuals can participate in the sport with enjoyment and confidence. This applies irrespective of age, gender, sexual orientation, ethnicity, cultural background, religion, disability, or any other personal characteristic or identity.

To achieve this objective, binding rules of conduct have been established. All members are required to be familiar with and comply with this code of conduct. Furthermore, all members share responsibility for upholding these standards and for holding one another accountable. In the event that violations of this code of conduct are observed, whether intentional or unintentional, members are expected to address the situation, either directly to the people involved or report it (anonymously if desired) to a confidential contact person or to the board. In cases of non-compliance, measures or sanctions may be imposed in accordance with the established reporting procedure for inappropriate behaviour.

### Provisions

The provisions have been categorized into two branches: 'Equality and Respect' and 'Safety'. These provisions apply to all members during training sessions, competitions, and activities organised under the name of **D.S.T.V. Aloha**.

#### *Equality and Respect*

Members shall:

1. *Treat all individuals equally*

All individuals within the association shall be treated as equal and valued accordingly. Discrimination in any form is not tolerated.

2. *Promote a fair environment and sportmanship*

Members shall contribute to a fair environment and sportmanship. The use of doping is prohibited. Match-fixing, bribery, or any form of manipulation of sporting outcomes is strictly prohibited.

Members shall show respect for:

3. *Others*

Members shall treat one another with respect, including in situations of differing opinions. Diversity and individuality are respected. Members communicate with one another in a

constructive manner and refrain from speaking about others in a derogatory or exclusionary way.

4. *Equipment*

Members shall respect the property of others. Borrowed equipment may only be used in accordance with the provided instructions. Any damage to borrowed equipment must be reported without delay.

5. *Nature and environment*

Members shall leave all environments clean and free of waste. Each member is responsible for their own waste and actively urges others to do the same.

*Safety*

Members shall:

6. *Comply with rules applicable to public spaces, including public roads*

Members shall at all times take other users of public spaces into account. The association's interests shall never take precedence over public safety. Applicable laws and regulations, including traffic rules, shall always be observed.

7. *Comply with safety regulations established by D.S.T.V. Aloha*

Participation in training sessions under the influence of alcohol or drugs is strictly prohibited.

During cycling training sessions, wearing a helmet is mandatory at all times.

During swimming activities organised under the name of D.S.T.V. Aloha, a minimum of three persons must be present, and at least one of these persons must hold the required certifications (e.g. first aid, only in the outdoor pool).

8. *Contribute to a safe sporting environment*

Members shall take all necessary measures that are in their power and they feel comfortable with, to ensure their own safety and that of fellow members and participants during training sessions and events.

9. *Ensure the safety of their equipment*

Members shall ensure that the equipment they use meets applicable safety standards. Participants in training sessions or events could be sent away if the trainer doesn't deem the equipment safe enough, but the trainer will never carry the responsibility in equipment related accidents.