



## Code of Conduct

for coaches, referees and all persons who work on a voluntary basis,  
part-time or full-time in Austrian ice hockey.

I, \_\_\_\_\_, **commit myself,**

- to respect the dignity of the athletes, regardless of age, gender, sexual orientation, social and ethnic origin, ideology, religion, political conviction or economic position, and to counteract discrimination of any kind,
- to treat all athletes equally and fairly,
- not to use violence of any kind against the athletes entrusted to me, in particular sexual violence or sexualized assaults in words, gestures, actions or deeds,
- to respect the personal boundaries and individual feelings of closeness and distance of the persons entrusted to me and to behave respectfully accordingly,
- to reconcile the demands of sport in practice and competition with the pressures of my social environment, in particular family, school, practice and work, in the best possible way,
- to strive to act in a pedagogically responsible manner, in particular
  - to promote the self-determination of athletes,
  - to involve athletes in decisions that affect them personally,
  - to consider the interests of parents or legal guardians in the case of minors,
- to encourage athletes to behave socially within the team community, to behave fairly both inside and outside of competition and to show the necessary respect for all other people involved in the sport, as well as to treat nature and the environment responsibly,
- to recognize that the interests of the athletes, their health and well-being take precedence over the interests and success goals of the coaches and their own sports organization,
- to adapt all my training measures to the age, experience and current physical and mental condition of the athletes,
- to prevent, to the best of my knowledge and belief, the use of prohibited substances (doping, in accordance with the Federal Anti-Doping Act (ADBG) and to prevent the risk of addiction (drug, nicotine and alcohol abuse as well as gambling addiction),
- to inform my club/ association if criminal proceedings, in particular pursuant to §§ 201-220b and § 147 Federal Criminal Code (StBG) is pending,
- counteract negative developments through education and by acting as a role model,
- not to accept or hand over any gifts, in particular cash,
- to refrain from sports betting on ice hockey games and match-fixing of any kind, in accordance with ÖEHV and IIHF regulations and applicable federal laws,
- not to share insider information that I obtain through my activities with other persons, in particular outside persons,
- to report any violations of this Code of Conduct to my club/ association and thus comply with my reporting obligation,
- not to stand in the way of clarification and investigation following violations of this Code of Conduct.

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Ort, Datum

Unterschrift