

HPP WORKSHOP

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HPP MANAGER CODE OF CONDUCT PRESENTATION & SIGNING

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Why we are doing this?

- In area of having properly formulated and implemented Code of Conduct for Administrators / Managers
 - SIGGS Questionnaire (interviews) | Average score: **2,6/5**
 - IIHF Audit | Average score: **11/40**
- Integral part of any sport organization
- No guidelines >> People don't know:
 - What **Values** to pursue
 - What is **Acceptable Behavior**

What is the goal?

- Improve conduct, integrity, accountability, inclusivity, transparency of the managers in sport organizations
- Increased participation in organization development and decision-making

How we did it?

- Raised awareness through lectures
- Reviewed codes of conduct from reputable organizations, including IIHF, FIFA, and others
- Handpicked the short statements
- We have put the statements to vote by: Project Partners, Federation members, Club Representatives, ... via online questionnaire
- Prepared the final form

End Result (1/2)

As a manager of the sport organization I will do the best of my abilities and at all times follow the code of conduct described below:

1. I will conduct my duties responsibly, diligently and with integrity. I will put the benefits of the Organization above my own. My personal interests or interests of any other person will not affect any decision I take.
2. I will comply with all relevant anti-corruption laws and adhere to the relevant international standards wherever I represent myself or my Organization. I will refrain from any behaviour that might be considered as improper or corrupt.
3. I will promote fair play. I will not tolerate doping, cheating or any actions that might be considered unfair.
4. I will uphold dignity of individuals by always respecting their rights, especially the right o privacy. I will not tolerate any verbal or physical abuse towards any participant or any member of the public.

End Result (2/2)

5. I will advocate inclusivity by ensuring that there is always a place for less successful athletes, older athletes or athletes with disabilities etc.
6. I will do my best to solve any disagreements with respect and through dialogue.
7. I will act in the interest of the sports organization and sport discipline. I will actively participate in decision-making.
8. I will actively promote our sport, tradition and other habits that make our sport special.
9. I will not dishonour myself, the game, or the sport organization I belong to, with my acts or written or spoken word.
10. I will condemn and alert others in case of any behaviour that may harm any member's wellbeing, the reputation of the Organization, or development efforts of the Organization.

Steps to follow

1. Translate the HPP Manager Code of Conduct into your local language
2. Present it at your next Board Meeting and have all the members to read and sign (communicate on your website)
3. Send it to clubs with message to follow and adopt it
4. Include it in your statute (suggestion)

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Thank you



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