

Code of Conduct

Queer Sport is an association that brings together the LGBTQIA+ community in the Republic of Croatia, creating a safe environment for playing sports, organizing sport, cultural and social activities, nurturing health, educating and raising visibility improves the quality of life and empowers the community.

This Code of Conduct reflects the association's values - respect, inclusiveness, solidarity and understanding - and makes it clear that Queer Sport rejects all forms of discrimination, transphobia, homophobia and any form of hatred or intolerance.

Persons who access the activities of Queer Sport are obliged to comply with the Code of Conduct of Queer Sport, the main items of which are as follows:

- Relationships between members of Queer Sport are based on mutual respect and appreciation of diversity.
- Activities are organized, taking into account a safe space for everyone. - Violence within Queer Sport activities is unacceptable and includes not only physical but also any other form of violence.
- When interacting with each other, you should take into account how a certain person wants to be addressed, that is, use pronouns that the person prefers.
- Be mindful that some members may have already experienced, violence, sexual assault, intimidation, bullying and other forms of discrimination. Ensure conversations of a sexually explicit nature are consensual amongst all participants and are appropriate for the common spaces.
- Discrimination on any basis is not allowed (biphobia, homophobia, transphobia, queerphobia, racism, ableism, lookism, sexism, misogyny, tokenism, ageism, etc.).

A person who feels that is exposed to any form of violence is invited to report the same to the leadership of Queer Sport at the contacts Vilma (baltichrsanvilma@gmail.com) and/or Davor (vordab@yahoo.com) and/or Ivan (ivankulis.zg@gmail.com).

In situations where the code of conduct is violated, sanctions may include:

- Verbal or written warning - with the aim of warning against unacceptable behavior and providing feedback to make the consequences of such actions known;
- Educational conversation or workshop - an opportunity to learn about the association's values and understand why certain behavior is unacceptable, with support in adapting the behavior;
- Temporary suspension of access to activities - as a measure when it is necessary to ensure the protection of the community until the situation is resolved through additional education and dialogue;
- Permanent exclusion from access to activities - a last measure that is applied only in cases of serious or repeated violations that seriously threaten the security, trust and reputation of the association, and when all other measures have not been effective.

Sanctions are not intended exclusively for punishment, but also serve as a way of preserving the integrity of the community and encouraging responsible behavior. Each member and participant

in the activities is invited to contribute to a positive and supportive atmosphere with their behavior, while the application of sanctions remains the last measure for situations when all other procedures have not yielded results.