



This is a non-official translation for information purpose by DeepL!

Code of Ethics

- Version V01 -

Preamble

In a rapidly changing, globalized world, the Förderverein Segelflug e.V. can make an indispensable contribution to democracy and sustainable development. This requires responsible action based on transparency, integrity and participation as principles of good governance. The values and principles defined in the following Code of Ethics determine the behavior and conduct within the association Förderverein Segelflug e.V. (Förderverein) and towards external parties. The Code of Ethics is binding for volunteers and members of the Förderverein.

§1 Tolerance, respect and dignity

Tolerance and appreciation are the basis for trusting cooperation. Mutual respect and the preservation of personal dignity and personal rights guarantee fair cooperation based on partnership and ensure unity in diversity. Discrimination with regard to race, ethnicity, nationality, religion, ideology, age, gender, sexual identity or disability is not permitted. Harassment is not tolerated.

§2 Sustainability and responsibility for the future

In the interests of safeguarding the future for future generations, the Förderverein is committed to a sustainable association policy that strikes an appropriate balance between respect for the environment, economic requirements and social aspects.

§3 Zero-tolerance attitude

Compliance with the rules and fair play are essential elements of our sport. Applicable laws as well as internal and external guidelines and rules must be complied with. The sponsoring association has a zero-tolerance attitude towards violations of the law and breaches of duty, in particular doping and match-fixing.

§4 Transparency

All decision-making processes relevant to the development association and its tasks, as well as the facts on which they are based, are treated with the greatest possible transparency and care. This applies in particular to all financial and personnel decisions. Confidentiality and data protection regulations are observed.

§5 Integrity

Integrity requires objective and independent decision-making. If personal, in particular economic, interests are involved in a decision to be made for the Association ("conflict of interest"), these must

be disclosed. Invitations, gifts and other material or non-material benefits may only be accepted or granted within the specified framework and in a transparent manner. The representation of interests for our sport takes place in a transparent and responsible manner.

§6 Participation

Democratic member rights and practiced member participation of all groups, especially for children, young people and active members, as well as the involvement of participating interest groups (stakeholders) ensure forward-looking decisions in line with the pluralistic structure.

§7 Focus on athletes and sportspeople

Athletes of all ages and abilities and their clubs are at the center of our commitment. Serving them requires an ethical attitude and pedagogical orientation from all those responsible.

§8 Equality

We promote equality of all genders at all levels.

§9 Non-violence

Our sport is practiced in accordance with the principle of non-violence. This refers not only to physical violence, but also to any verbal violence. Insults, threats, sexist language and disproportionate psychological manipulation of opponents that could cause them harm are to be avoided when interacting with each other and in sport in general - and within a fair, sporting competition in particular.

Many thanks to the German Olympic Sports Confederation for the basic elaboration and to the Aeroclub NRW for additions.

List of Changes

No.:	Date	Paragraph	Comments
V01	13.08.2024	All	Initialization of the document, adopted by the General meeting on the 13 th of August 2024.