# Code of Conduct
# Lunds Akademiska Fäktbklubb

**Lunds Akademiska Fäktbklubb has the following Core Values:**

**Togetherness (Gemenskap)** - We are strongest when we trust each other, pull in the same direction and take decisions together. We create an environment where everyone is included into the process. We aim to have a strong feeling of being connected as club members and always put our efforts into it.

**Enagagement (Engagemang)** - We as club-mates are willing to and do give more than is expected, "to go the extra mile". It is all about putting our "heart and mind" into it. We expect our members, fencers and coaches to invite each other for cooperation, co-creation and fun together!

**Equality (Jämlikhet)** - We stand for equal opportunities for each and everyone to learn and develop during training, events, club-work. We help everyone to make the most of their talents with respect to their conditions and objectives/goals.

**Fairness and Respect (Respekt och Fair play)** - We believe that by showing respect we will be shown respect in return. We show respect towards each other in- and outside the club, towards the work needed to reach results and towards the achieved results. We don't tolerate discrimination of any kind.

**Lead by example (Föregå med gott exempel)** - We stand for respect, modesty, generosity and friendship. We do our best to 'walk the talk', be the best version of ourselves and bring out the best in each other. We do it by having our values and demonstrating the right behavior in every action we do. We engage and inspire others to act accordingly.

**The Code of Conduct applies to all members - coaches, fencers and officials.**

**Comprehensive of Code of Conduct**

- Everyone is welcome regardless of background, conditions, and goals.
- We all work for a common wellbeing so that everyone can feel safe and be given the opportunity to be themselves.
- We show respect for each other, and we respect others and our own time. We arrive on time and well prepared for both training and competition.
- We behave in a correct way, show concern, and strive to be role models for each other.
- We respect the rules and safety regulations that exist. We also take good care of the equipment and use it in such a way that training is safe.
- All members are encouraged to contribute to club's development.

**Abusive discrimination**

In Lunds Akademiska Fäktbklubb, we have zero tolerance towards offensive discrimination.

This includes:

- Sexual harassment in the form of touching, unwanted approaches, comments of a sexual nature.
- Disparaging, sarcastic and/or derisive comments about performance.

- Offensive or objectionable comments about individual, opinions, appearance, or privacy.
- Physical interventions in the personal sphere, such as pushing, blocking the road, etc.
- Systematic ostracism through the person being ignored, excluded from conversation or community.
- Impeding someone's participation, for example by deliberate withholding relevant information or providing incorrect information.
- Spreading rumors and judgments that undermine a person's dignity or credibility.
- Threats of violence or other violations.
- Defamation of any person or his close relative.

## During training

- Follow the training times, arrive in good time before the training starts and leave when the training is finished.
- Notify the coach if you need to leave training early.
- Notify the coach if you are away from training for a long time (approx. 2-3 weeks)
- Do not come to practice if you are sick.
- Respect each other and be friendly to each other.
- Actively participate in training and contribute to a good atmosphere.
- Do your best in training. If for some reason you want or need to take it a little easier during a specific training - tell the coach before the training starts.
- Everyone must respect the club's rules and follow the coach's or manager's instructions.

## During competition

- When two club members meet, we never cheer or coach anyone.
- We respect other clubs, competition organizers and referees.