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# CSHR EVENTS CODE OF BEHAVIOUR



Centre for Sport  
& Human Rights



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## Purpose

Convening diverse stakeholders is core to the mission of the Centre for Sports and Human Rights (CSHR). In bringing institutions and individuals together for robust and open dialogue, CSHR aims to promote the highest standards of conduct and demonstrate leadership in transparency, accountability and safeguarding. We are committed to enabling events where everyone can participate in an inclusive, respectful, healthy and safe environment and be treated with dignity and without discrimination of any kind.

This Events Code of Behaviour (“Code”) spells out what we expect from anyone who attends (either virtually or in person), works with or for CSHR at an event and what they can expect in return during their association with or dealings with a CSHR event.

This Code is to be read in conjunction with CSHR’s broader [Code of Conduct](#) and our [Policy Handbook](#), which includes a range of applicable policies, including working with children and vulnerable adults, social media usage, criminality reporting, travel, data protection, and complaints and grievances.

The purpose of this document is to:

- Clarify standards of behaviour required from all participants, staff, volunteers, contractors and anyone else associated with a CSHR event;
- Help to protect children and adults at risk from abuse and/or inappropriate behaviour from other individuals at CSHR events.

## Scope

This Code applies to all CSHR events, including but not limited to meetings, conferences, receptions, workshops, side events and any event organised, hosted or sponsored in whole or in part by any entity in the CSHR group. This Code applies in its entirety to everyone working or volunteering with or for CSHR at a CSHR event, all persons attending (in-person or virtually), or involved in any capacity including in the set up or delivery of a CSHR event.

By agreeing to work or volunteer with or for CSHR at an event or attending CSHR’s events, you will be deemed to have agreed to be bound by and to comply with this Code, in addition to any contractual obligations you may have as a consultant, contractor, employee, or otherwise.

## General Conduct

It is the responsibility of all staff, volunteers, contractors and participants to ensure that their behaviour meets the standards of this Code at all times. Any breaches or suspected breaches of the Code must be reported to CSHR.



You can report a concern by speaking to the CSHR Safeguarding Advisor and/or by writing to [safeguarding@sporhumanrights.org](mailto:safeguarding@sporhumanrights.org) as per our [Safeguarding Policy](#). All concerns will be treated with the strictest confidentiality and in accordance with our [privacy policy](#).

### **1. Respect for Human Rights**

- Treat all participants with respect and dignity, regardless of their background, nationality, gender, sex, sexual orientation, race, ethnicity, religion, political affiliations or any other characteristic or identity factors.
- Promote and uphold the principles of human rights in all interactions.

### **2. Inclusivity, Respect for Diversity, Human Dignity and Freedom of Expression**

- Foster an inclusive environment where everyone's voice is heard and valued.
- Refrain from using bullying, offensive, intimidating, discriminatory, exclusionary or pejorative language (whether in speech or writing) and/or behaviour.
- Encourage open and constructive dialogue guided by mutual respect and an open and inclusive approach
- Allow for different perspectives and opinions while maintaining respect for others.

### **3. Harassment-free and Intimidation-free Environment**

- Harassment or intimidation in any shape or form, whether in words, gestures or actions, will not be tolerated. This refers to any improper or unwelcome conduct that may be perceived to cause offence or humiliation to another person. Harassment includes but is not limited to verbal, sexual, physical, and online harassment.
- Report any incidents of harassment to the event organisers immediately by speaking to the CSHR Safeguarding Advisor and/or by writing to [safeguarding@sporhumanrights.org](mailto:safeguarding@sporhumanrights.org) as per our [Safeguarding Policy](#).

### **4. Privacy/Informed consent**

- Respect the privacy and informed choice of others both online and offline, including when taking photographs, screenshots, filming or recording conversations, in accordance with the existing language on photography in the [Policy Handbook](#).
- Ensure informed consent when discussing sensitive or personal human rights issues.
- Do not divulge any confidential information or expose others in any way that could amount to life threat, danger or threat of reprisal.
- Respect the boundaries and comfort levels of others. However, never agree to keep information relating to the harm of a child or adult at risk confidential.

### **5. Online communication**

When communicating online, the same Code, in addition to our [Social Media Policy](#), must be adhered to. Be polite and respectful, and do not use ambiguous or offensive language. If private contact is made and it is, or it is perceived to be not in line with this Code of Conduct, a report must be filed with CSHR.

### **6. Compliance with Local Laws**

Comply with all local laws and regulations while attending the event. Participants have the duty to respect the local laws and regulations.



### **7. Duty to report violations**

If you witness, suspect or experience any violations of this Code, whether intended or not, [report](#) them to CSHR by speaking to the CSHR Safeguarding Advisor and/or by writing to [safeguarding@sporhumanrights.org](mailto:safeguarding@sporhumanrights.org) as per our [Safeguarding Policy](#).

### **8. Respect for the environment**

Participants are encouraged to adopt environmentally friendly practices during the event, reducing, reusing and recycling materials wherever possible.

### **9. Enforcement and Breach**

We seek to promote and ensure dignity at work for all those associated with CSHR, expect everyone to adhere to our standards and be informed of any evidence or suspicion of breaches. All reports will be treated seriously and may be investigated in accordance with CSHR's [Policy Handbook](#)

Please refer to the provisions in the Centre's general [Code of Conduct](#), which will be applied in case of a breach of this Code.

