ORGANISATIONAL AND CONTROL MODEL FOR SPORTS ACTIVITIES

A.P.S. Amateur Gridiron World Association A.S.D. | English translation of the document dated 1 December 2024

Preamble

It is a fundamental right of all registered members to be treated with respect and dignity and to be protected against all forms of abuse, harassment, gender-based violence and any other form of discrimination covered by Legislative Decree No. 198/2006, regardless of ethnicity, personal beliefs, disability, age, gender identity, sexual orientation, language, political opinions, religion, economic or birth status, or physical, intellectual, relational or sporting condition.

The right of registered members to health and psychological and physical well-being takes absolute precedence even over sporting results. This document implements the above principles so as to give practical effect to the protections they establish.

Article 1 – Purpose

1. This document regulates the instruments for preventing and combating all forms of abuse, harassment, gender-based violence or discrimination based on ethnicity, religion, personal beliefs, disability, age, sexual orientation or the grounds set out in Legislative Decree No. 198/2006, committed against registered members, especially minors, within A.P.S. Amateur Gridiron World Association A.S.D.

2. The provisions of these rules refer to and comply with the currently applicable A.i.C.S. Guidelines and constitute the standards of conduct binding on everyone belonging to the association, with the following aims:

- a. To promote every registered member's right to protection against abuse, violence or discrimination.
- b. To promote an inclusive culture and environment that uphold the dignity and rights of all registered members, especially minors, ensure equality and fairness, and value diversity.
- c. To make registered members aware of their rights, duties, obligations and responsibilities.
- d. To identify and implement appropriate safeguarding measures, procedures and policies, including in accordance with the recommendations of the A.i.C.S. Safeguarding Office, to reduce the risk of conduct infringing rights, particularly those of minors.
- e. To ensure timely, effective and confidential handling of reports of abuse, violence and discrimination and protection of reporting persons.
- f. To inform registered members, including minors, about preventive and protective measures and procedures, particularly reporting procedures.
- g. To encourage members to participate in safeguarding initiatives organised by A.i.C.S.
- h. To involve everyone participating in sporting activities in any capacity in implementing the association's safeguarding measures, procedures and policies.

Article 2 – Scope of application

The following persons must comply with this document: (a) all registered members of A.P.S. Amateur Gridiron World Association A.S.D.; (b) everyone working or volunteering with the association; and (c) everyone having dealings with the association in any capacity.

Article 3 – Standards of conduct

The association must organise itself to achieve the aims stated in Article 1 and comply with the following standards of conduct.

(Specify, in relation to the particular issues affecting each association, the concrete actions intended to achieve the stated outcomes.)

(a) To ensure an environment based on equality and protection of personal freedom, dignity and inviolability: training schedules and participation in competitions are arranged without discrimination based on sex, ethnicity or cultural background; minors from disadvantaged groups are distributed fairly among teams or training groups to facilitate integration.

(b) We give every registered member attention, commitment and respect, regardless of age, ethnicity, social status, political opinion, religious belief, gender, sexual orientation, disability or other characteristics: rules for coaches ensure that every athlete receives appropriate support; sufficient coaches are provided for each group; coaches, athletes and officials must use non-discriminatory language.

(c) Sporting activities respect each participant's physical, sporting and emotional development and take account of their interests and needs: minors are listened to so that their sporting ambitions and wishes are understood; training and championship participation are planned with regard to each athlete's abilities and aspirations.

(d) We pay due attention to any signs of distress, including eating disorders, whether observed directly or learned of indirectly, particularly concerning minors: specialist professionals may support coaches, and additional personnel may monitor athletes during training; nutrition education is encouraged; a designated official, taking account of athletes' ages, may speak with them to identify signs of distress.

(e) Any relevant circumstances must be promptly reported to persons exercising parental responsibility or guardianship, or to those responsible for supervision, by: (1) appointing the person responsible for reporting; (2) identifying relevant sporting and non-sporting situations; and (3) informing parents of minors' absences from matches or training.

(f) Consult the association's appointed Safeguarding Officer whenever there is suspicion of conduct relevant under this document.

(g) Adopt appropriate initiatives against abuse, violence and discrimination, including:

- Avoid physical contact between athletes and coaches or officials.
- Encourage appropriate language and avoid discriminatory, sexist or racist expressions.
- Avoid individual training sessions or sessions held when sports facilities are not normally attended; where necessary, an official must be present in addition to the coach.
- For medical or physiotherapy sessions, provide for the presence of an official of the same sex as the athlete or a parent.
- Require coaches and officials to maintain professional relationships and avoid embarrassing situations.

Further measures are assessed and developed for the association's specific circumstances: (1) coaches may not enter changing rooms while athletes are present; (2) travel accommodation must avoid officials or coaches sharing rooms with athletes; (3) when transporting athletes to or from home, at least two officials must be present; (4) access by coaches or officials to accommodation provided to minors away from home is restricted to supervisory purposes,

always in the presence of at least two persons, including one of the same sex as the athletes in the accommodation. Athletes must follow changing-room rules designed to prevent bullying and cyberbullying.

(h) Prevent the above conduct during training and competition through awareness-raising and supervision, including regular meetings with coaches and officials to explain child safeguarding policies, planned actions and issues arising during the sporting season.

(i) Clearly instruct spectators at training, matches and sporting events to refrain from remarks, comments or judgments unrelated to sporting performance that may harm a person's dignity, decorum or sensitivity. This includes: (1) meetings at the start of the season for athletes and parents explaining safeguarding policies; (2) regular meetings promoting proper sporting education; and provision for sanctions against inappropriate conduct during matches.

(j) Promote equal gender representation in accordance with applicable law.

(k) Inform registered members of their rights, duties, obligations and responsibilities by:

- Displaying the organisational model, code of ethics and updates at the association's premises and/or publishing them on its website homepage.
- Displaying or publishing the name and telephone number and/or email address of the appointed Safeguarding Officer.
- At registration, informing athletes or, for minors, their parents of the organisational model, code of ethics and appointed Safeguarding Officer.
- Informing registered members and parents of minors about procedures for reporting harmful conduct to the A.i.C.S. Safeguarding Office.
- Informing registered members and parents of minors about preventive and protective measures. Additional measures may include (1) a dedicated reporting email address and (2) meetings and seminars with specialists during the sporting season to discuss issues and develop shared solutions.

Article 4 – Protection of minors: obligations

1. Everyone within the association who, regardless of the type of relationship, performs duties involving direct and regular contact with minors must provide a copy of their criminal-record certificate in accordance with applicable legislation.

Article 5 – Association-appointed Safeguarding Officer

1. To prevent and combat all forms of abuse, violence and discrimination against registered members and protect athletes' physical and moral integrity, including pursuant to Article 33(6) of Legislative Decree No. 36/2021, the association appoints an Officer for the Prevention of Abuse, Violence and Discrimination and notifies A.i.C.S. upon affiliation.

2. The Officer must be selected from registered members of proven integrity and competence who meet the following requirements:

- a. Be duly registered with A.i.C.S.
- b. Have no criminal convictions, even if not final, for offences under Articles 600-bis (child prostitution), 600-ter (child pornography), 600-quater (possession of or access to pornographic material), 600-quater.1 (virtual pornography), 600-quinquies (tourism initiatives aimed at exploiting child prostitution), 604-bis (propaganda and incitement to crime on grounds of ethnic and religious discrimination), 604-ter (aggravating circumstances), 609-bis (sexual violence), 609-ter (aggravating circumstances), 609-quater (sexual acts with minors), 609-quinquies (corruption of minors), 609-octies (group sexual violence), and 609-undecies (grooming of minors) of the Italian Criminal Code.

- c. Not have received, during the previous ten years unless rehabilitated, final sporting disqualifications or bans totalling more than one year from national sports federations (FSN), associated sports disciplines (DSA), sports promotion bodies (EPS), CONI or recognised international sporting bodies.
- d. Have attended the training courses required by A.i.C.S. and/or hold qualifications required by federation regulations.

3. The appointment must be made public immediately by posting it at the association's premises, publishing it on its website homepage and entering it in the federation management system according to federation procedures.

4. The Officer serves for one year and may be reappointed.

5. If the Officer ceases to serve through resignation or for any other reason, the association must appoint a replacement within 30 days and enter the appointment in the federation management system under the applicable procedures.

6. The appointment may be revoked before expiry for serious management or operational irregularities or loss of the required qualifications, by a reasoned decision of the competent association body. The A.i.C.S. Safeguarding Officer must be promptly notified of the revocation and reasons. A replacement is appointed as described above.

7. The Officer must:

- a. Promote correct application of A.i.C.S. rules on preventing and combating abuse, violence and discrimination against registered members, and compliance with and updating of organisational and control models and codes of conduct.
- b. Take appropriate measures, including urgent action, to prevent and combat abuse, violence and discrimination within the association and undertake useful awareness-raising initiatives.
- c. Report relevant conduct to the A.i.C.S. Safeguarding Office and supply requested information or documents.
- d. Comply with confidentiality obligations under A.i.C.S. regulations.
- e. Propose updates to the organisational and control models and codes of conduct to the competent body, taking account of the association's characteristics.
- f. Annually assess the adequacy of these models and codes and, where appropriate, develop and implement an action plan to address identified shortcomings.
- g. Participate in mandatory training organised by A.i.C.S.

Article 6 – Duty to report

1. Anyone who becomes aware of conduct relevant under the A.i.C.S. regulations and guidelines, incorporated herein by reference, must immediately report it to the A.i.C.S. Safeguarding Office, including through the association-appointed Safeguarding Officer.

2. Anyone suspecting relevant conduct may consult the association-appointed Safeguarding Officer or the A.i.C.S. Safeguarding Office directly.

Article 7 – Dissemination and implementation

1. The association, with the support of its Safeguarding Officer where appropriate, undertakes to publish and widely disseminate this document and the Code of Conduct for the Protection of Minors and the Prevention of Harassment, Gender-Based Violence and All Other Forms of Discrimination (Annex A) among registered members and volunteers involved in sport in any role; to provide all available means to facilitate full implementation; to investigate reports of violations; and to share information to raise awareness of and prevent eating disorders among athletes.

2. This document is published on the association's website, if available, and/or displayed at its premises and brought to the attention of all collaborators when their relationship with the association begins, regardless of its nature.

Article 8 – Sanctions

Without prejudice to sanctions under A.i.C.S. regulations, sanctions may be imposed on persons subject to Article 2 who breach this document, proportionate to the seriousness of the conduct, for example a warning, fine or suspension from sporting activities for a specified period, where provided for in the contractual relationship with the registered member or the association's regulations.

Article 9 – Final provisions

1. The association's governing body updates this document at least every four years and whenever necessary to incorporate additional provisions of the CONI National Board, changes to the Fundamental Principles approved by the CONI Permanent Observatory for Safeguarding Policies or its recommendations, and amendments to A.i.C.S. provisions.

2. Proposed amendments must be submitted to and approved by the competent association body.

3. Matters not expressly covered are governed by the A.i.C.S. Statute, the Regulations for the Prevention and Combating of Abuse, Violence and Discrimination against Registered Members, and the Code of Ethics.

4. These rules, approved by the governing body, enter into force on the day following publication.

Document completed on 1 December 2024.

ANNEX A

CODE OF ETHICS AND CONDUCT FOR THE PROTECTION OF MINORS AND THE PREVENTION OF HARASSMENT, GENDER-BASED VIOLENCE AND ALL OTHER FORMS OF DISCRIMINATION

Every registered member must maintain a respectful, fair sporting environment free from all forms of abuse, violence and discrimination.

Every registered member has the fundamental right to be treated with respect and dignity and protected against abuse, harassment, gender-based violence and any other discrimination under Legislative Decree No. 198/2006, irrespective of ethnicity, personal beliefs, disability, age, gender identity, sexual orientation, language, political opinions, religion, economic or birth status, or physical, intellectual, relational or sporting condition. The right to health and psychological and physical well-being takes absolute precedence over sporting results.

No discrimination is permitted on grounds of race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status.

Psychological abuse, physical abuse, sexual harassment, sexual abuse, neglect, failure of care, bullying, cyberbullying and discriminatory conduct, as described in Article 3 of the association's Organisational Model, are prohibited.

GENERAL STANDARDS OF CONDUCT

Registered members and everyone participating in sporting activities in any capacity must:

- Adopt non-discriminatory conduct and avoid inappropriate attitudes based on race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status.
- Refrain from striking, physically attacking, or physically or psychologically abusing another person.
- Avoid attitudes towards others that could negatively affect their harmonious and social-relational development, including psychologically.
- Act as positive role models, especially for minors.
- Refrain from relationships with minors that could be regarded as sexual, exploitative, mistreating or abusive.
- Use appropriate language and avoid offensive or abusive suggestions or advice.
- Behave appropriately for their role, avoiding inappropriate or sexually provocative conduct.
- Avoid establishing or maintaining contact with registered minors through personal online communication tools (email, chats, social networks, etc.) except where strictly necessary for institutional activities.
- Uphold these principles and neither tolerate nor participate in illegal, abusive or unsafe conduct by others.
- Avoid organising non-institutional social gatherings with minor athletes without the consent of persons exercising parental responsibility.
- Protect minors' emotional well-being and avoid conduct that shames, humiliates, belittles or disparages others or constitutes other emotional abuse.
- Avoid discriminating, treating people differently or favouring some to the exclusion of others.

DUTIES AND OBLIGATIONS OF REGISTERED MEMBERS

Registered members must:

- Act loyally, honestly and fairly in all sporting-related activities and treat other registered members with respect.
- Avoid inappropriate or suggestive verbal or body language, including in games or jokes.
- Protect others' safety and health and help create and maintain a healthy, safe and inclusive environment.
- Commit to education and training in healthy sporting practice and support other registered members in their learning.

- Promote a healthy balance between personal and sporting life, valuing the recreational, relational and social aspects of sport.
- Prevent and discourage disputes and conflict through healthy, effective and constructive communication.
- Refrain from offensive, threatening or aggressive behaviour.
- Cooperate in preventing, combating and stopping individual or collective abuse, violence and discrimination.
- Promptly report to the association-appointed Officer for the Prevention of Abuse, Violence and Discrimination any actual or potential situation exposing themselves or others to harm, danger, fear or distress.

DUTIES AND OBLIGATIONS OF SPORTS OFFICIALS AND COACHES

Sports officials and coaches must:

- Act to prevent and combat all forms of abuse, violence and discrimination.
- Refrain from abusing or misusing their position of trust, power or influence over registered members, particularly minors.
- Contribute to registered members' education and balanced development, especially minors.
- Avoid unnecessary physical contact with registered members, especially minors.
- Promote respectful and cooperative relationships among members and prevent dysfunctional situations that, including through manipulation, create subordination, danger or fear.
- Arrange travel logistics to prevent distress or inappropriate behaviour, involving parents, guardians or supervisors in decisions.
- Organise sport and training to protect athletes' privacy in changing rooms; ensure the presence of an association representative during sports activities or medical and physiotherapy visits; avoid taking minors home alone or, where necessary, ensure another staff member is present.
- Do not use, reproduce or distribute images or videos of minor registered members except for educational or training purposes and with necessary authorisation from parents, guardians or supervisors.
- Avoid creating intimate situations with minor registered members.
- Use appropriate professional expertise when planning or managing dietary regimes in sport.
- Promptly report signs of eating disorders among athletes in their care.
- Declare incompatibilities and conflicts of interest.
- Support sporting values and educate athletes to reject prohibited substances or methods intended to alter sporting performance.
- Keep informed and regularly updated on safeguarding policies, prevention and response measures, and modern methods of education and communication in sport.
- Promptly report actual or potential situations exposing registered members to harm, danger, fear or distress to the association-appointed Officer and/or the A.i.C.S. Safeguarding Office.

DUTIES AND OBLIGATIONS OF ATHLETES

Athletes must:

- Respect solidarity among athletes and encourage mutual help and support.
- Respect the educational and training role of sports officials and coaches.
- Maintain respectful relationships with other athletes and everyone involved in sporting activities.
- Avoid intimate contact or situations with sports officials and coaches, including when travelling, and report inappropriate behaviour.
- Do not distribute private or intimate photographic or video material received; report such conduct to parents, guardians or supervisors and to the Safeguarding Officer and/or A.i.C.S. Safeguarding Office.

- Promptly report actual or potential situations exposing registered members to harm, danger, fear or distress to the association-appointed Officer and/or A.i.C.S. Safeguarding Office.

PROCEDURES FOR SELECTING SPORTS PERSONNEL

When the association establishes any form of employment relationship with personnel whose duties involve direct and regular contact with minors, it first requests a copy of their criminal-record certificate in accordance with applicable legislation.

ACTION IN THE EVENT OF POSSIBLE RELEVANT MISCONDUCT

All registered members must remain alert to situations that may pose risks to others and report any concern, suspicion or certainty regarding possible abuse, mistreatment, violence or discrimination against others to the association's Officer for the Prevention of Abuse, Violence and Discrimination or to the A.i.C.S. Safeguarding Office, using the reporting methods indicated at www.agwa.cloud/ and https://lnx.scarlet-phoenix.agwa.cloud/.

Anyone suspecting relevant conduct may consult the association's Officer at safeguarding@agwa.cloud or the A.i.C.S. Safeguarding Office directly.

Where minors are involved, signs of distress should, where appropriate, be promptly reported to those exercising parental responsibility. However, there may be circumstances in which involving parents is insufficient or even harmful —for example, if a parent is responsible for abuse or unable to respond appropriately. In such cases the association's Officer for the Prevention of Abuse, Violence and Discrimination should be consulted.

CONFIDENTIALITY

The association's Officer for the Prevention of Abuse, Violence and Discrimination and the A.i.C.S. Safeguarding Office must comply with confidentiality obligations under federation regulations. The identity of a reporting person may not be disclosed to anyone other than persons authorised to receive or follow up reports. Protection covers not only the reporting person's name but also any information in the report from which their identity could be inferred, even indirectly.

Document completed on 1 December 2024.