

The Institute of Sports at the University of Mannheim is guided by open-mindedness, diversity and tolerance. In accordance with the Code of Conduct of the University of Mannheim, we refuse to accept any form of sexualized violence and are committed to provide a safe environment based on equal treatment. We ask everyone who works in university sports to cooperate actively and constructively, to oppose discrimination and to help create a culture of awareness.

As a person working in university sports, I am aware of my responsibility and by signing this document, I commit to take part in an awareness training course on a three year cycle and I agree to the following Code of Conduct:

- ✓ I respect the right to physical integrity and privacy of the participants who are entrusted to me and who confide in me, and I do not exercise any form of physical, psychological or sexualized violence. I stand up against any form of harmful behavior, such as the violation of boundaries, harassment, bullying or stalking.
- ✓ I am aware that individual perceptions of closeness and distance are different for everyone and that my behavior may not be perceived as I intended. For this reason, I adapt my behavior to the situation, respect personal boundaries and I am empathetic and self-critical.
- ✓ I respect that physical contact as part of the sport that is exercised (e.g. providing assistance, partner exercises) may only be conducted with mutual consent. If physical contact is required in my sport, I make sure to enforce the rules of fair play and pay attention to respectful and careful interactions.
- ✓ I do not exploit my own position of power and take responsibility for ensuring that there is no exploitation of dependencies within my realm of responsibility.
- ✓ I recognize all group-related (and intersectional) forms of discrimination (e.g. racism, anti-Semitism, homo-, bi-, inter-, transphobia, sexism, ableism, ageism, classism) as structural forms of discrimination. I therefore support participation critical of discrimination of all people in university sports and actively stand up against any form of physical, verbal or non-verbal discrimination.
- ✓ I am aware of my responsibility as a role model. Therefore, among other things, I make sure that I set a good example in approaching people around me in an open and respectful way.
- ✓ In the event of any violations of the Code of Conduct, I take a stance and commit to immediately report any incidents of violations of personal boundaries, discrimination and sexualized violence. If I have any uncertainties, questions or want to report incidents, I can contact a person of trust at the Institute of Sports, the counseling services of the Department of Equal Opportunity and Diversity or the Chair of Clinical and Biological Psychology and Psychotherapy. Protecting the individuals affected is always the top priority.