

CODE OF ETHICS AND CODE OF CONDUCT IN THE SERBIAN ATHLETICS FEDERATION

Article 1.

The Code of Ethics and the Code of Conduct in the Serbian Athletics Federation (hereinafter: the Code) determine the standards and rules of conduct for the employees of the Serbian Athletics Federation (hereinafter: the Federation), persons who perform functions in the Federation, persons who are hired for work outside of work relations, elected and appointed persons, competitors, coaches and all other persons in the clubs whose clubs are members of the Association.

The goal of the Code is to build and strengthen the relationship between the Association and all interested parties and to introduce clear and transparent rules and principles of behavior of all persons referred to in paragraph 1 of this article.

Observing the code protects the interests of the Association and all listed persons, builds a recognizable sports culture and improves the image of the Association, Athletics and the Republic of Serbia.

Position and compliance with the law

Article 2.

The association is a national branch association of associated sports organizations in the field of athletics.

The Association protects the general interest in Athletics by respecting international and domestic regulations, internal acts and concluded contracts, sports fair play and good business practices, and especially the interests of Athletics athletes throughout its entire activity.

As part of the general interest in sports, the Federation is obliged to provide transparency of its activities, as well as accurate and timely

information for the media, with the aim of better positioning in sports.

Management and leadership

Article 3.

Persons who carry out leadership or management tasks in the Association and clubs that are members of the Association, are obliged to set an example of ethical behavior with their personal actions and behavior, take the necessary measures to prevent the illegal behavior of persons from Article 1 of this code, to behave conscientiously, honestly and impartially, with openness and responsibility for one's decisions and actions. Persons who are authorized to decide, when making decisions, are obliged to act within the scope of the given powers, respecting the adopted legal or other procedures, primarily guided by the interests of athletics as a branch of sport and the Federation as a whole.

Persons in leadership or management positions in the Association and/or clubs influence the development of sports culture and quality of work, athletes - athletes, encourage the development of work methodology and in this connection must not tolerate negative selection, discrimination of any kind and origin and/ or prevent the flow of ideas, information and competition.

Persons in leadership or management positions in the Association and/or clubs are obliged to behave in a professional and private life in a manner that does not derogate from the reputation of the function they perform.

Asset protection and conflict of interest

Article 4.

The priority task of the Association and its member clubs is the protection and promotion of athletes involved in athletics, through all activities, including sports, which is directly related to the strategy of development of material and immaterial goods. The association aims to be a good employer for employees, a good and reliable partner for business partners based on the principles of trust, understanding, good business practices with a recognizable

corporate culture, and above all a good guardian of the protection of athletes.

Employees, members of athletic sports authorities and member clubs and other persons referred to in Article 1 of the Code are obliged to keep confidential information obtained by performing their duties, the unauthorized disclosure of which to third parties could harm the interests of the Association and/or member clubs. or it could benefit the competition.

No person referred to in Article 1 of this Code may directly or indirectly be engaged in a subject of competitive activity.

Prohibition of discrimination

Article 5.

Any discrimination, including national, religious, racial and gender discrimination, or any abuse, harassment and exploitation in athletics by any actors in athletics is prohibited.

Any behavior that violates national, religious, racial, gender and personal values is prohibited.

Professional responsibility and loyalty

Article 6.

All persons referred to in Article 1 of this code are obliged to respect their work, competition and/or other obligations, such as working hours, working hours with athletes, clubs, associations, to come to work and leave work on time, to use and strive at the workplace, to do the entrusted work as well as possible and to use the entrusted property in a prescribed manner with increased attention from destruction and/or damage.

All persons, especially employed pedagogues, psychologists and trainers, and all other persons employed in the Association, when they are on preparations and/or competing abroad, are obliged to emphasize belonging to the Republic of Serbia, preserve, highlight and emphasize its symbols: the national anthem, the flag and the coat of arms and protect the country's reputation even more.

Persons employed and/or engaged in the Association are obliged to take care of their appearance and decent clothing, personal hygiene and neatness, they are obliged to wear official clothing/uniform sports equipment, if it is prescribed or required for a specific competition or preparation.

To other persons, all persons from Article 1 of this code, especially competitors and coaches at the international presentation, are obliged to behave politely, culturally and professionally.

Persons employed in the Association are obliged to conduct correct, decent conversations with third parties and with each other, both in direct communication and in electronic communication, whereby it is desirable to use the text "Serbian Athletic Association - welcome" in telecommunications.

The use of alcohol and/or opiates, shouting, loud conversation and any other behavior that interferes with other persons in performing their daily tasks and/or causes harassment is prohibited.

Article 7.

Among the illegal acts of behavior in the Association, and members of the Association, as well as the premises of the Association, clubs, and sports organizations of the members of the Association, and it refers to all employees of the Association, workers engaged in the Association, members of the Association (officials, coaches, judges, etc.)), the following stand out in particular:

- 1) fight in the premises of the Association and members of the Association and at all competitions and manifestations organized by the Association;
- 2) use of obscene, derogatory, threatening or humiliating words, shouting and noise;
- 3) theft of property of employees and the Association;
- 4) hiding or transferring the property of the Association without the permission of the competent manager;
- 5) falsification of the Association's documentation;

- 6) appearing under the influence of alcohol, narcotic drugs or other psychoactive substances in the premises of the Association, as well as at events organized by the Association, at activities in which the Association participates, supports or sponsors them, as well as their possession or use;
- 7) possessing or threatening to use firearms, explosive substances, chemical agents or other dangerous weapons in the premises of the Association, as well as other means that can threaten the safety of employees, their property and the property of the Association, as well as at events organized by the Association;
- 8) exceeding the reasonable use of the telephone and other telecommunication means of the Association for personal purposes;
- 9) failure to fulfill work tasks or refusal to perform a reasonable task on the order of the direct manager or another employee;
- 10) unauthorized absence from the workplace or departure from work, interfering with work and disturbing other employees;
- 11) taking immoral, indecent, sexually harassing or other unacceptable actions;
- 12) refusal to respect the standards of the Alliance;
- 13) transmission of gossip, semi-verified and unverified information by members of the Association (officials, coaches, judges) through public media (social networks, etc.), especially those that stand out against the Association, as an umbrella athletic organization;
- 14) discussion about salaries of SAS employees;
- 15) wearing conspicuous signs of a religious, political, fan and other nature;
- 16) public expression and representation of political parties and organizations;
- 17) the introduction of persons who are not employed or employed in the Association into the premises of the Association after the end of working hours;

18) smoking in business premises (smokers are allowed to use a room designated for smoking, during working hours and to a reasonable extent);

19) activities that are not part of the job (reading newspapers, chatting, downloading files from the Internet for personal needs, etc.);

20) sleeping during working hours;

21) non-compliance with the business hierarchy or non-execution of superiors' orders given within the job description and in accordance with the employment contract, the Labor Regulations and the Labor Law,

22) coming to work in inappropriate clothes (trainers, slippers and sandals (men)), untidy, neglected appearance, etc.

23) abuse, harassment and exploitation in athletics is strictly prohibited.

Interpersonal relations

Article 8.

All persons are expected to behave decently, to cultivate tolerance, cooperation, openness and mutual respect in interpersonal relations.

Contacts between all persons must be based on mutual respect and understanding. Everyone is obliged to avoid behavior that disturbs or disturbs other persons, as well as not to abuse trust.

Any form of discrimination, inappropriate jokes, slander or any other behavior that creates an unpleasant working and/or competitive environment, as well as direct or indirect threats, blackmail, verbal and physical violence is prohibited in business conduct.

Professional development

Article 9.

The Association promotes knowledge and expertise, and accordingly encourages education, professional training and

improvement, both through internal and external education, all of which are important for the improvement of Athletics.

Persons in leadership positions in the Association and members of the Association should plan and direct other persons to professional training that contributes to better results, and thus to the improvement of work with persons with special needs in the country.

All persons within the framework of their responsibility are obliged to permanently educate and train themselves in accordance with new scientific achievements and methods.

Preservation of mental and physical health

Article 10.

All persons are obliged to take a responsible attitude towards preserving, first of all, the mental and physical health of the athletes, and then their own mental and physical health. Accidents, as well as health or safety risks, must not be covered up.

Any type of individual discrimination that violates human health and dignity is unacceptable, especially on the basis of origin, ethnicity, gender, religious and/or political orientation.

Any behavior that can be characterized as aggressive, physical or verbal abuse and sexual harassment is prohibited.

Everyone is guaranteed a right to privacy that must be respected.

Humanitarian actions and environmental protection

Article 11.

The Association participates in humanitarian actions and sports and cultural events, as well as programs intended for general interest, for which reason all persons are obliged to respond and participate in those actions at the invitation of the Association or their club in order to provide socially useful work.

The association participates in actions aimed at protecting and preserving the environment, for which reason all persons are obliged to respond and participate in those actions at the invitation

of the Athletics Association or their club in order to provide socially useful work.

The association fosters solidarity and selfless help to its members and all athletes, first of all, and then to all other persons who need help.

Compliance with the Code

Article 12.

All persons employed or otherwise employed in the Association are obliged to comply with the provisions of this code.

Violation of the provisions of this Code by any actor in athletics (employees of the Association, officials of the members of the Association, coaches, judges, etc.) is a violation of the work obligation for which a disciplinary measure may be imposed in accordance with the Rulebook on disciplinary and material responsibility.

Serbian athletics Federation

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Belgrade, Serbia