



# **CODE OF ETHICS**

## **INTERNAL REGULATION THAT ESTABLISHES THE DCL CODE OF ETHICS AND CONDUCT**

### **PREAMBLE**

The obligations of transparency, responsibility, solidarity and cooperation that falls on the Deaf Champions League, as an institution of public utility, requires that the behaviour of its members be guided by rules of an ethical nature, which reflects the essential moral and ethical standards of conduct.

The purpose of this Code is to establish the rules and general principles of ethics and conduct of the Deaf Champions League, which is applicable to all members of the Deaf Champions League, in relations with each other and with third parties.

To this extent, the Code aims to be a reference as regards the standards of ethics and conduct required of the Deaf Champions League in their relations to the society in general, helping to consolidate the institutional image of the Deaf Champions League, in terms of excellence, responsibility, transparency and robustness.

A member of the Deaf Champions League is a person who agrees to voluntarily work for the Deaf Champions League, whether outside Deaf Champions League events (e.g. competition, meetings, seminars, training sessions, etc.) or in connection with any Deaf Champions League events that the Deaf Champions League holds. A member of the Deaf Champions League may include those not specifically stated within the Deaf Champions League's organisational structure.

### **Art 1 - The Deaf Champions League**

The Deaf Champions League (hereinafter referred to as DCL), established for the development, promotion, organisation and discipline of the sport for deaf people throughout Europe, in all its forms and events, as well as for the training of individuals (e.g. athletes and officials).

### **Art 2 - Code of Ethics**

This Code of Ethics identifies the values that constitute Ethics and contains a series of substantive and behavioral rules that must be respected by all those who work for DCL, within their respective competences and in relation to the position held in the organisation.

This Code of Ethics also specifies the duties of loyalty, impartiality, diligence envisaged for DCL members, organisers and volunteers and helps to ensure that the activities of all subjects are carried out in compliance with the values of confidentiality and transparency.



### **Art 3- Limits of application**

The Code of Ethics applies to all those who holds functions of representation, Director of the DCL, and to all those who work for the achievement of the DCL objectives through collaboration relationships, in various capacities, or those who involve a work performance or the supply of a service, and to persons authorised to attend by the DCL Executive Committee to perform any functions within the organisation.

### **Art 4 - Principle of respect for the purposes and representation of the DCL**

**4.1.** In accordance with Articles 4, 5 and 9 (1) (a) of the DCL Constitution, all members must guide their actions through loyalty and active cooperation with the DCL, as well as being adequate, transparent and not paying attention to personal or own interests that are unrelated to the DCL, and must avoid situations that can lead to conflicts of interest. Personal or personal interests are understood to be any potential benefit to you, your family members and the like, to your circle of friends, to another member of the DCL, to a company you have an interest in or an institution/organisation to which you belong.

**4.2.** Under the terms of the DCL Constitution, everyone must be consistent and actively contribute to strengthening the representation of the DCL towards third parties, including public authorities.

### **Art.5 - Conflicts of interest**

**5.1.** Before being elected or appointed, members shall disclose any personal interests that could be linked with their prospective function.

**5.2.** While performing their duties, members shall avoid any situation that could lead to conflicts of interest. Conflicts of interest arise if officials have, or appear to have, private or personal interests that detract from their ability to perform their duties as members with integrity in an independent and purposeful manner. Private or personal interests include gaining any possible advantage for himself, his family, relatives, friends, and acquaintances.

**5.3.** Members may not perform their duties in cases with an existing or potential conflict of interest. Any such conflict shall be immediately disclosed and notified to the organisation for which the official performs his duties.

**5.4** If an objection is made concerning a member's existing or potential conflict of interest, it shall be reported immediately to the DCL for which the members performs his duties.

**5.5.** The deciding of the DCL shall decide on such conflicts of interest.



## **Art.6 - General rules**

**6.1.** Members are expected to be aware of the importance of their function and commitment, obligations, and responsibilities. Their conduct shall reflect the fact that they support and further the principles and objectives of DCL, the federations, associations and clubs in every way and refrain from anything that could be harmful to these aims and objectives. They shall respect the significance of their allegiance to DCL, the federations, associations, leagues, and clubs and represent them honestly, worthily, respectably and with integrity.

**6.2.** Members shall show commitment to an ethical attitude while performing their duties. They shall pledge to behave in a dignified manner. They shall behave and act with complete credibility and integrity.

**6.3.** Members may not abuse their position as part of their function in any way, especially to take advantage of their function for private aims or gains.

**6.4.** The provisions contained in this Code of Ethical Conduct integrate civil and criminal laws, with reference to the general duties of correctness, diligence and good faith, to which all citizens are required.

## **Art.7 - Principle of solidarity and cooperation**

**7.1.** Everyone must contribute, within the DCL Statute, to actively strengthen cooperation and solidarity between them, as DCL's core values are cohesion, prestige, and institutional dignity within the Deaf Community.

**7.2.** Members must also behave in such a way as to maintain and strengthen the DCL's trust and cohesion with the Deaf Community, in general, contributing to its effective functioning and to the affirmation of an institutional position of robust and quality.

## **Art. 8 - Relationships between members of the Board and of the Governing Bodies in general**

**8.1.** In relations with each other, members must respect the principle of loyalty, which implies not only the performance of the functions assigned to them by the DCL Statutes, the fulfillment of the instructions of their Presidents, and respect for the appropriate hierarchical channels, but also transparency and openness in personal dealing with superiors, colleagues and subordinates.

**8.2.** Members must keep other colleagues involved in the same matter, informed of ongoing work and allow them to make their contribution.

**8.3.** Contrary to the type of loyalty that DCL members are expected to by private to their superiors and colleagues information that is essential for the course of their work, especially with the aim of obtaining personal advantages, the provision of false, inaccurate or exaggerated information, the refusal to collaborate with colleagues and the demonstration of an obstructive attitude.



**8.4.** Members who perform management functions must instruct their subordinates in a clear and understandable way, either in writing or orally.

**8.5.** Members must be able to communicate in sign International.

### **Art.9 - Principle of equality and non-discrimination**

**9.1** Members may not offend the dignity of a person or group of persons through contemptuous, discriminatory or denigratory words or actions concerning ethnicity, race, colour, culture, language, religion, or gender.

**9.2.** In any case, members must ensure that the principle of equal treatment is respected, when investigating cases and taking decisions affecting both third parties and other members.

**9.3.** Members may not discriminate on the basis of political or other opinion, disability, age, race or any other unfounded reason.

### **Art. 10 - Report with the press**

**10.1** Members are not allowed to enter into relations with the press bodies or with other media concerning the DCL's activities, except in the case of express authorisation by the DCL President and the DCL Executive Committee.

**10.2** The members are not allowed to make statements or press releases that could in any way harm the image of the DCL.

### **Art.11 - Diligence and efficiency**

**11.1** Members must perform the duties assigned to them and the duties imposed on them by the DCL with zeal, efficiency and in the best possible way, and be consistent in their behaviour with the decisions and guidelines of the DCL in general.

### **Art.12 - Selection of the DCL Executive Committee**

**12.1** The selection of the members of DCL Executive Committee is carried out without any discrimination, according to the criteria of merit, competence, professionalism and in respect of equal opportunities for all interested parties.



### **Art. 13 - Members management and development**

**13.1** In the management of members, any form of discrimination is avoided, and equal opportunities are guaranteed.

**13.2** Decisions are to be taken based on the profiles' skills and on merit, opposed to any discriminatory, inappropriate attitude or incorrect behaviour, so that the authority is exercised fairly and correctly, avoiding any unjustified consequences.

### **Art. 14- Conduct in the purchase of goods and services**

**14.1** The selection of suppliers, the purchase of goods and services, the determination of purchase conditions and the management of agreements, relationships, are carried out according to the legislation in force and according to internal procedures and in compliance with the principles set out in this Code of Ethics.

**14.2** And more specifically:

- the maximum transparency and efficiency of the purchasing process is guaranteed by means of an adequate traceability of the choices made, the conservation of the tender and agreements documents for the periods established by current legislation and internal purchasing procedures.

### **Art. 15 - Implementation, control, and sanctioning system**

**15.1** With reference to reporting any possible violation of the rules contained within this Code of Ethics, each person must contact, at the earliest opportunity, the President.

**15.2** DCL will ensure that no one, in the organisation, suffers retaliation, inconvenience or discrimination, of any kind, for reporting violations of the Code of Ethics, as well as following the concluded report of any violation.

**15.3** In the event that the Secretary DCL has been directly concerned, he reports this to the President, while a member of the Executive Committee informs the Boards itself.

**15.4** The DCL ensures compliance with the Code of Ethics by its members by promoting knowledge of it.

**15.5** The violation of the principles set out in this Code compromises the fiduciary relationship between DCL and its Director Technical, Treasurer, Coordinator, members of DCL Media and will be pursued by DCL itself promptly through appropriate disciplinary measures.

**15.6** To protect its image and safeguard its resources, the DCL will not enter into relationships with subjects that do not operate in compliance with current legislation and according to the core values and principles contained in this Code of Ethics.



**15.7** The internal control body of the DCL, has the task of verifying the news of any violations of the Code of Ethics by licensed parties, based on the evidence of documentation and the consultation of information or upon received reports, and in the event that the violations prove to be of significance, the same has the obligation to submit the case to the competent Disciplinary Bodies of the DCL for the adoption of appropriate disciplinary sanctions to the subjects, who will be held responsible, as well as the activation for the termination of relations.

### **Art.16 – Social Communication**

**16.1** In matters related to the activity and public image of the DCL, the members of the DCL, especially the Executive Committee members, must not grant interviews or provide information considered confidential or that is not available to the general public, on their own initiative or request from the media, without, in any case, obtaining consent by the DCL, in particular, by the President of the respective DCL.

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