



## Organizational and control model of sports activity

*pursuant to art. 16 of Legislative Decree 39/2021*

ORMA SSD A RL wants to be a place where people feel welcomed and safe. With this objective, the Organizational and Control Model for Sports Activities is adopted as provided for in paragraph 2 of Article 16 of Legislative Decree no. 39 of 28 February 2021, in light of the guidelines adopted by UISP, the affiliated sports body, which can be consulted on the page <https://www.uisp.it/nazionale/pagina/atto-constitutivo-statuto-e-regolamenti>, which form an integral part of this model.

### General Provisions

ORMA SSD A RL adopts this *Organizational and Control Model* of sports activities and the related Code of Conduct for the protection of minors and for the prevention of harassment, gender violence and any other condition of discrimination and recognizes all members the fundamental rights:

- *respectful and dignified treatment in every relationship* , context and situation within the company;
- *protection from all forms of abuse, harassment, gender violence* and any other condition of discrimination, regardless of ethnicity, personal beliefs, disability, age, gender identity, sexual orientation, language, political opinion, religion, property, birth, physical, intellectual, relational or sporting condition;
- *the guarantee that health and psycho-physical well-being prevail* over any sporting result.

This Model is updated at least every four years, as well as whenever necessary in order to incorporate any changes and additions by the affiliating body.

### Correct risk perception, training and assessment

The Person in Charge of combating abuse, violence and discrimination undertakes to create and/or disseminate content useful for a correct perception of the risk *aimed at collaborators* , athletes and their families through articles, workshops and personalized meetings based on the target, to explore the issues in greater depth and encourage discussion.

The collaborators are carefully selected through the analysis of the curricula, the acquisition of the criminal record in reference to working with minors and are trained and informed on the subject.

ORMA SSD a rl **is an inclusive company** and guarantees its members equal rights and opportunities, regardless of ethnicity, personal beliefs, disability, age, gender identity, sexual orientation, language, political opinion, religion, property, birth, physical, intellectual, relational or sporting condition.

For this reason the sports club is committed to:





- Promote and organize initiatives for access to sports practice also for people in situations of economic and social fragility;
- Apply your professionalism to welcome people with disabilities
- Provide in summer camps the provision of meals whose products are also chosen on the basis of any allergies/intolerances/religious choices/dietary needs that are requested of participants;
- Promote intercultural initiatives to foster mutual understanding between members from different countries .

### **How we counter harmful behavior and how we handle reports**

Anyone who becomes aware or suspects that significant behaviors are being carried out involving members, especially minors, is required to immediately notify the Person in charge of preventing abuse, violence and discrimination by verbal communication or by email to the email address [safeguarding@ormasite.it](mailto:safeguarding@ormasite.it)

If necessary, a report will be sent to the Guarantor for the protection of members from abuse and discriminatory conduct at the affiliation body.

In the event of behaviors that are considered criminally relevant, the Officer responsible for combating abuse, violence and discrimination is required to notify the police of the facts of which he or she has become aware.

ORMA SSD a rl guarantees the adoption of measures aimed at preventing any form of secondary victimization of members who have in good faith:

- filed a complaint or report;
- expressed the intention to file a complaint or report;
- assisted or supported another member in filing a complaint or report;
- testified or gave evidence in proceedings involving abuse, violence or discrimination;
- undertaken any other action or initiative relating to or inherent to the safeguarding policies.

In the context of the disciplinary proceedings, the identity of the person reported cannot be revealed, if the contestation of the disciplinary charge is based on investigations that are separate and additional to the report, even if consequent to the same. If the contestation is based, in whole or in part, on the report and knowledge of the identity of the person reporting is indispensable for the defense of the accused, the report may be used for the purposes of the disciplinary proceedings only if the person reporting has given his or her express consent to the disclosure of his or her identity.

### **Disciplinary system for collaborators**

By way of example and not limited to, the sanctionable behaviors may be traced back to the negligent failure to implement or willful violation of the measures indicated in the





Model and in the Code of Conduct; to the violation of the measures put in place to protect the whistleblower; to having made unfounded reports with willful intent or gross negligence; to having violated the information obligations towards the Sports Company; to having violated the provisions concerning the information, training and dissemination activities towards the recipients of this model; acts of retaliation or discrimination, direct or indirect, towards the whistleblower for reasons connected, directly or indirectly, to the report and the failure to apply this disciplinary system.

The sanctions that can be imposed vary according to the nature of the legal relationship between the perpetrator of the violation and the Sports Club, as well as the importance and seriousness of the violation committed:

#### **a) sanctions against paid collaborators**

Conduct by paid collaborators in violation of the provisions of this model, including violation of the information obligations towards the Sports Society, and of the documentation that forms an integral part thereof (e.g. Code of Conduct for the protection of minors and for the prevention of harassment, gender violence and any other condition of discrimination) are defined as disciplinary offenses.

The following sanctions may be imposed on paid collaborators, both male and female, which must be commensurate with the nature and seriousness of the violation committed, the age of the person who committed it and also taking into account the express statutory indications:

- verbal warning for minor offences;
- written warning in case of repeated infringements;
- a fine not exceeding five hours' pay;
- suspension from pay and service for a maximum of 15 days;
- termination of the contract.

#### **b) sanctions against volunteers**

The following sanctions may be imposed on volunteers of the Sports Society, which must be commensurate with the nature and seriousness of the violation committed:

- verbal warning for minor offences;
- written warning in cases of repeated infringements referred to in the previous point 1;
- absence from training and competition facilities for a period not exceeding 15 days;
- removal from training and competition facilities for a period not exceeding 1 year;
- termination of the volunteer relationship

