

## **Code of Ethics**

Aiming at globally educating quality of life for all through physical activity and sport, ICSSPE shall base its action on good governance principles.

The leadership and membership of the organisation shall abide by the principles of Inclusion, Transparency, Reliability, Equality, Cooperation, and Accountability in all activities undertaken to pursue its mission and strategic goals. Through their membership, members confirm their approval of these values.

### **Inclusion**

With all its activities, ICSSPE strives to contribute to an inclusive society and responds to the diversity of needs through increasing participation in physical education, physical activity and sport. This shall include content, approaches, structures and strategies.

### **Transparency**

All decision making processes and relevant underlying facts will be treated with greatest transparency and diligence to ensure democratic and transparent procedures. This applies to all decision involving financial and staffing (volunteers as well as paid staff). Confidentiality and data will be protected according to German law.

### **Reliability**

ICSSPE strives to be a reliable partner in all planning and implementation phases of its activities. This includes the recognition of reliable research standards, adherence to decisions, and respect for the dignity and demands of all individuals and groups who are directly or indirectly affected by these activities.

### **Equality**

ICSSPE seeks to avoid or reduce any obstacles, which lead to limited participation, access and opportunities for specific groups of people because of their ethnicity, nationality, religion, political view, language, ability, age, sexual orientation and gender identity. In this context special attention shall be given to the right to participation in statutory meetings and to gender equality, which includes equal rights, responsibilities, access and opportunities for women and men, as well as girls and boys.

### **Cooperation**

As an international not-for-profit organisation, which is composed of a diverse membership, ICSSPE seeks to achieve its goals through voluntary cooperation between ICSSPE members, leadership and partners. Cooperation shall take place on eye level and be characterized by equal rights to participate in the planning and implementation of programmes, projects and other initiatives.

### **Accountability**

ICSSPE as a non-for-profit organisation is accountable to its members and partners. The leadership is accountable for ICSSPE's performance. On the basis of the Code of Ethics, regular account is given for all actions, decisions, products and services as outlined in the organisation's Statutes and Bylaws.