

CODE OF CONDUCT

**FOR PROFESSIONALS AND
OTHER PERSONS WHO HAVE
CONTACT WITH CHILDREN
AND YOUNG PEOPLE**



FC BARCELONA



Football Club Barcelona and the Barça Foundation (hereinafter “FC Barcelona”) are firmly committed to creating safe and protective environments that guarantee the well-being of all children and young people. This document, which is part of the FC Barcelona **Child Safeguarding Policy**, sets out the commitments that each professional undertakes to fulfill in their interactions with children and young people.

All adults who have contact with children and young people, regardless of their relationship with FC Barcelona, undertake to:

- 1.** Read, know and ensure that they have understood the **Child Safeguarding Policy**, its instruments of application and the implications it has for their day-to-day work.
- 2.** Know and respect the rights of children and young people and treat them with respect, honesty and warmth.
- 3.** Be consistent educational role models through supportive, respectful and protective treatment.
- 4.** Behave without violence in all their actions, language and gestures.
- 5.** Fulfill their responsibility to ensure that the places where they work with children and young people are safe and protective environments in which the full development of children and young people at a social, emotional, cognitive and physical level is guaranteed.
- 6.** Give all children and young people equitable treatment that is adapted to suit their individual characteristics and needs, and facilitates the inclusion of all the children and young people with whom they work.
- 7.** Follow a non-violent resolution approach to all conflict in everyday life.
- 8.** Facilitate and encourage the participation of children and young people and establish times for them to express their opinions, concerns and suggestions.
- 9.** Always do their work with children and young people in accessible places, leaving the room, office or facility door open or ajar and allowing a child or young person to come in and go out when they need to. If there is to be a one-on-one meeting between an adult and a child or young person, it must always be held in a visible place.
- 10.** Respect the interpersonal and private spaces of children and young people, paying particular attention to the enclosed spaces where they may be (changing rooms, bathrooms, the rooms where they are staying while traveling, etc.), always announcing themselves before entering.



11. Guarantee the privacy, confidentiality and right to the protection of the personal data of both children and young people and their families and legal guardians.
12. Respect the image rights of children and young people.
13. Use only the communication channels established by FC Barcelona to communicate with children and young people and their families and legal guardians.
14. Fulfill the responsibilities that are assigned to their professional or personal role under the **Safeguarding Roles and Responsibilities** document, with the understanding that part of their protective role is to ensure and be a steward of safe and protective environments wherever they do their work or engage in activities with children and young people.
15. Take a proactive approach to identifying situations that may entail a risk to the physical, psychological or sexual safety of children and young people. In this regard, they must follow the guidelines set out in the **Action Protocol** and the other safeguarding and protection tools when situations of risk or violence are detected.
16. Take part in drawing up the risk map of the environment where they work or engage in activities with children and young people, and communicate any risk (be it physical, emotional or any other type) that they identify in that environment and that has not been detected or remedied.



The following behaviors will not be accepted under any circumstances:

1. Engaging in acts of a sexual nature or maintaining any type of sexual relationship with children and young people, whether physically or online, in any sphere, including their private life. Not knowing the age of a child or young person does not release them from responsibility. On this point, it should be remembered that any person under 18 years of age is considered a child or young person, regardless of the specific legislation in each country in this respect. Similarly, no one who works for FC Barcelona or who collaborates in its projects and programs can be married to someone who is a minor.
2. Engaging in erotic, exhibitionist or sexually provocative behavior in the presence of a child or young person, or using, allowing children and young people to view or making available to them, images of a sexual or pornographic nature.
3. Behaving with the intention of shaming, humiliating, disparaging or degrading children and young people, or inflicting any type of violent punishment or emotional abuse on them, or using inappropriate vocabulary in their presence.
4. Discriminating or using differential treatment, either to favor some children or young people or to exclude others.
5. Encouraging hatred and any form of discrimination, including sexism, racism, xenophobia and rejection of LGBTI people.
6. Behaving offensively, engaging in inappropriate physical behavior, being an example of inappropriate behavior either inside or outside the sporting sphere.
7. Promoting, accepting or tolerating violent behavior among children and young people or allowing dynamics based on the abuse of power.
8. Being alone with a child or young person or a small group of them or away from the rest of the group in an enclosed space (either a physical one, such as a changing room or bathroom, or online, in virtual meeting rooms or video games), without the presence of another adult and without a professional reason for being there.
9. In activities that include overnight stays, sleeping in the same room as a child or young person or taking them to a private home, whether it is their own or another person's.
10. Taking photographs or making videos of children and young people, either for private use or to share them on social media (WhatsApp, Facebook, Instagram, etc.), unless they are photographs or videos expressly authorized by FC Barcelona with the written consent of the families and legal guardians and of the children and young people. Under no circumstances may personal devices be used to take images, only official devices with the appropriate security measures are allowed.

11. Using private vehicles to travel with children and young people, unless it is an emergency and has been authorized exceptionally by FC Barcelona.
12. Allowing, encouraging or facilitating the consumption of psychoactive substances, cigarettes, alcoholic beverages, doping substances or any type of drugs, or consuming while at work..

In accordance with the foregoing, I, the undersigned, DECLARE that:

- ▶ I have read, understood and agree to the provisions of this **Code of Conduct for professionals and other persons who have contact with children and young people**.
- ▶ I have read, understood and I agree to the provisions of the FC Barcelona **Child Safeguarding Policy** for children and young people and the other safeguarding and protection instruments that accompany it.
- ▶ I will participate in the training sessions organized by FC Barcelona on the safeguarding and protection of children and young people.
- ▶ I am aware of the duty to report any breach of this **Code of Conduct** via the Safeguarding Coaches, the Safeguarding Delegates and the channels provided for this purpose.
- ▶ I know that any breach of this **Code of Conduct** may involve disciplinary measures or sanctions in accordance with the applicable regulations for the duration of my relationship with FC Barcelona, irrespective of any other legal, judicial and administrative measures that may exist.





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