

Code of Conduct (English version)

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1. Object and scope

This Internal Code of Conduct aims to regulate everything not expressly provided for by the statutes of ASBL Sportivamente Bruxelles (hereinafter the "Association"). The Association's statutes are available online on the Association's website: <https://www.sportivamentembruxelles.eu/en/en.html>.

It specifies the rules relating to good governance, internal organization, daily management, and the achievement of the Association's objectives.

The Code of Conduct is mandatory for all members, participants, volunteers, coaches and any person collaborating in the Association's activities.

2. Objectives and activities of the association

In accordance with its statutes, the association aims, apart from any lucrative purpose, to:

- Promote the practice of running;
- Organize and propose trainings, events and sports competitions.

3. Our values & community spirit

Sportivamente Bruxelles is a community for people who enjoy running in good company and supporting one another's wellbeing. We are committed to:

- Respect for all members;
- Safety & responsibility in all activities;
- Inclusiveness & team spirit;
- Enjoyment of running at all levels.

4. Membership requirements

To become a member, you must:

- Register with the club;
- Pay the annual membership fee;
- Agree to comply with this Code of Conduct and the club's disclaimer.

5. Club disclaimer (acknowledgement of risk)

By participating in running sessions organised by Sportivamente Bruxelles, you acknowledge and agree that you do so at your own risk.

You are fully responsible for your own safety, health, and well-being during all activities. As a member, you commit to:

- Running responsibly and prudently;

- Ensuring your actions do not endanger yourself or others;
- Respecting all applicable traffic laws, safety regulations, and club guidelines;
- Undergoing an annual medical check-up.

Sportivamente Bruxelles assumes no liability for injuries, health issues, or damages incurred during club activities. By joining, you confirm that you understand and accept these terms and explicitly lift Sportivamente Bruxelles from any liability for damages that may result to you or to third parties during the association's activities.

6. Expected member conduct

All members must:

- Fully comply with all the applicable law and the Code of Conduct;
- Treat others with respect, fairness, courtesy, inclusiveness and positivity;
- Follow instructions from run leaders and club administrators;
- Respect public spaces, other road users, and the environment;
- Refrain from harassment, discrimination, aggressive or disruptive behaviour.

7. Communications & use of images (GDPR)

- Club communications may take place via email, Facebook, Instagram, WhatsApp, or other communication channels used by Sportivamente Bruxelles;
- During running sessions, events, or social activities, photos and videos may be taken for legitimate club purposes such as communication, promotion, and community engagement;
- These images may be shared on the club's official communication channels (including its website, Facebook, Instagram, WhatsApp, or similar);
- Members who do not wish to appear in photos or videos must make this known and exclude themselves before the photo or recording is taken;
- Images will not be used for commercial purposes outside the club and will be handled as much as possible in line with applicable EU data protection (GDPR) principles.

8. Dispute Resolution Framework

In case of disagreement or conflict:

- Informal resolution: members are encouraged to resolve issues respectfully between themselves or with a run leader;
- Administrative review: unresolved issues may be reported to a club administrator, person of confidence, or via an anonymous reporting channel: <https://tips.hushline.app/to/sportivamente2>
- Board decision: the board may review, mediate, and take appropriate action.
- Outcome: decisions will be communicated clearly and fairly via the club's communication channels in line with the relevant applicable law.

9. Consequences of misconduct

Failure to comply with this Code of Conduct may result, in accordance with the statutes, in:

- A warning;
- Temporary suspension from club activities;
- Permanent exclusion from club activities and membership revocation.

Such decisions are taken by the board in the interest of safety, fairness, and club values.

10. Safety during activities

Members are expected to:

- Follow guidance from run leaders;
- Use appropriate equipment (including visibility gear when needed);
- Stay alert to traffic, surroundings, and group safety;
- Inform someone if leaving a session early.

11. Review of the code

This Code of Conduct may be updated by the board when necessary. Members will be informed of significant changes

Document management

Date	Version	Change
22/03/2026	1.0	Document creation, English version