



**SVENSK
BASKET**

CODE OF CONDUCT

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WHY DO WE NEED A CODE OF CONDUCT?

The job of the Swedish Basketball Federation (Svenska Basketbollförbundet - SBBF) is to make it possible for kids, youths and adults to train and compete in organized basketball at various levels. The Swedish Basketball Federation is also promoting the development of basketball in Sweden to ensure the right conditions for kids, youths and adults to be able – and to want – to develop as basketball players and as people at a high level, regardless of whether they're playing to hang out with their friends or with the aim of having a professional career internationally.

Basketball is a passion that unites many people. But sometimes that passion is subdued among kids, youth and adults because they don't feel welcome. Or safe.

Often, those people who contribute to others feeling bad, hanging up their shoes or chucking their whistle in the trash are not even aware of what they're doing. Few people intentionally want to harm others, and yet things can still go so wrong.

In order for the Swedish Basketball Federation to be able to fulfill its duty of pushing basketball in Swedish forward, we have to have a high level of professionalism and to lead by example. SBBF's Code of Conduct therefore acts as a set of guidelines and clarifications on what sort of behavior is not acceptable within the Federation.

The Code of Conduct relates to people who are active within the SBBF:

- coaches and other leaders on the national team
- players called up to the national team
- coaches and other leaders within regional activities
- coaches and leaders within national sports in Sweden (RIG)
- elected representatives in regional basketball federations
- elected representatives on the Board of the Federation
- members of committees and panels
- matchday function holders, commissioners and referees
- temporary, project-specific or permanent employees of regional basketball federations or at the head offices of the SBBF
- other actors within the SBBF.

In general, the SBBF wants to help people working within the Swedish Basketball Federation to follow the Code of Conduct, and not to punish action which violates the Code as a first port of call. However, all of us working within the SBBF have a mutual obligation to understand and take on board the Code of Conduct so that it becomes an integral part of everything we do.

Working with the Swedish Basketball Federation is an act of trust, not a right - this Code of Conduct is meant to help us to live up to that trust!

STRUCTURE OF THE CODE OF CONDUCT

We have chosen to present the following code principles in alphabetical order, meaning not in order of priority.

Under some code principles, there are more background facts in order to create a consensus within Swedish Basketball.

You will also find a description of the consequences if acting in a manner that violates this Code of Conduct. Where there is no description, the general guidelines on violations and consequences described below apply.

VIOLATIONS AND CONSEQUENCES

All incidents where there is a suspicion that a crime has been committed shall be reported to the police, and the persons suspected of committing the crime shall be suspended from all activities until the investigation is complete. The General Secretary of SBBF (always applies when it comes to employees) or the Chairman of the Board shall subsequently make a decision on the investigation.

It is routine practice for the SBBF to request limited criminal records checks for all persons who are in continuous contact with children and youths within the SBBF organization. The leader must himself/herself order this records check from the Swedish Police¹ and present it to the respective organization leader.

Persons who have been convicted of serious crimes may not be considered for assignments within the SBBF organization.²

If the Code of Conduct is violated, a decision shall be made by the General Secretary of the Head Offices of the SBBF (always applies to employees) or the Chairman of the Board on a case-by-case basis.

Repeat offenses which exhibit a pattern of behavior may result in a person no longer being allowed to work within the SBBF organization.

In those instances where substance abuse and/or mental illness is suspected, the SBBF shall seek help from the Swedish Sports Confederation (RF) and/or other social welfare bodies and not-for-profit organizations in order to support and assist the person in question but also to assist the SBBF with specialist knowledge.

¹ <https://polisen.se/tjanster-tillstand/belastningsregistret/ovrigt-arbete-och-kontakt-med-barn/>
<https://www.rf.se/contentassets/235dcf2eb2c04819b625c4f2511b877e/lathund-registerutdrag-if.pdf>

² A limited criminal records check indicates whether a person has been convicted of serious crimes: murder, homicide, serious assault, kidnapping, all forms of sexual offenses, child pornography offenses, or grand larceny.

APPROACH

It is important that there is mutual respect between players and coaches, employees and managers, and staff and elected representatives when it comes to development. If you as a coach, manager or elected representative expect your players/employees/staff to want to develop and to do their best, then you need to be just as eager and to develop your own skills as a leader.

As a coach/manager/elected representative, you can establish a culture of learning, i.e. a culture where there is always a willingness to make one another better, and where dialogue and reflection on your own and others' behavior is a natural and positive part of day-to-day activities.

Remember that as a coach, co-worker, elected representative and as a fellow human being, you are responsible for helping to create environments where people feel safe and welcome and can develop in the best way possible. The same goes no matter whether it's on the court, in the classroom, at the office, in the conference room or in any other context associated with Swedish Basketball. If you notice discrimination or behavior which you yourself cannot do anything about, bring it to the attention of your Federation Rep, the General Secretary or the Chairman of the Board.

In case of serious misconduct, get in touch with RF's whistleblower team directly.³

We are just as concerned with the mental health of our players and employees as we are with their physical health, and we ensure that we have the ability to identify the early signs of health issues and that we know how to act in such cases.

Physical and mental health problems are something that can affect all of us, and it is perfectly okay to not feel well and have the courage to ask for help. We need to have the courage to question, listen and be there for each other.⁴

WHO YOU CAN CONTACT

If you have ideas or opinions, or if you need assistance, get in touch with your closest Federation Rep, the General Secretary or the Chairman of the board. Persons employed by the SBBF can also contact their union.

RF has set up an athletics ombudsman and a whistleblower team within the initiative Safe sports (Trygg Idrott).

³ <https://report.whistleb.com/sv/riksidrottsforbundet>

⁴ <https://utbildning.sisuidrottsbocker.se/sisu/generell/idrottspsykologi/upp-upp-vi-lyfter/>

Safe Sports also offers a code of conduct for the Swedish Sport Movement (Idrottsrörelsen), documents on policies for dealing with sexual assault and harassment, and guidance on how sports can create safe environments.⁵

You can also get support from BRIS (Children in Society). BRIS has a support line for leaders in sports on 077-44 000 42 and for children on 116 111.

CODE PRINCIPLES

ALCOHOL

Offering a safe environment is the most basic part of our work as a Federation. Striving for a high degree of professionalism and quality within our organization means that there are restrictions in place regarding the consumption of alcohol in connection with the activities associated with the SBBF.

LEADERS FOR KIDS AND YOUTHS UNDER 18 YEARS OF AGE

Alcohol must never be consumed when you are working on activities for kids and youths under 18 years of age.

ELECTED REPRESENTATIVES, LEADERS, FUNCTION HOLDERS, CONTRACT OR PERMANENT EMPLOYEES

During all activities and at any event where you are representing the SBBF as a player, elected representative, leader, function holder, contract or permanent employee, you may not consume more than two glasses of wine or beer.

Federation clothing shall not be worn when consuming alcohol if out in public.

Each one of us is responsible for our own consumption, but at the same time we ask you to take action if someone else representing the SBBF is acting in an offensive or intoxicated manner. In such cases, the incident must be reported immediately to your nearest Federation Rep, the General Secretary or the Chair of the SBBF.

Alcohol must never be served to persons under the age of 18 or in their presence.

In cases where alcohol is being served as part of an event and the Swedish Basketball Federation is a guest, and where players under the age of 18 are invited, the limit for alcohol

⁵ <https://www.rf.se/Tryggidrott/>

<https://www.rf.se/globalassets/riksidrottsforbundet/nya-dokument/nya-dokumentbanken/policies/policy-och-handlingsplan-mot-sexuella-trakasserier.pdf?w=900&h=900>

<https://www.rf.se/globalassets/riksidrottsforbundet/nya-dokument/nya-dokumentbanken/rfs-verksamhet/idrottsrorelsens-uppforandekod.pdf>

<https://www.rf.se/globalassets/riksidrottsforbundet/nya-dokument/nya-dokumentbanken/ovrigt/skapa-trygga-idrottsmiljoer.pdf>

consumption for the SBBF's representatives is the same as the legal drink-drive limit in Sweden.

Violations of the Code of Conduct with regard to the consumption of alcohol will be handled by the General Secretary or by the Chair of the SBBF - taking into account any potential issues of substance abuse.

The consequences for violating this rule range from temporary suspension from activities and an official hearing to permanent exclusion from activities.

BIAS

Undermining confidence in an organization is easy but building it up takes time and a lot of hard work. We therefore all have a responsibility to make ethical choices based on our duties within the SBBF. A person working within the SBBF - employee, elected representative or other - may never abuse their position.

Bias is something that can undermine confidence in a certain person's impartiality with respect to how they handle matters. Therefore, when employees and elected representatives handle and make decisions on matters, they must do so in an objective and impartial manner.

The rules on bias apply to the handling of all matters and are aimed at persons who can in any way affect the outcome of such. These rules apply first and foremost to persons who present proposals and who make decisions on these proposals, but they also apply to persons who have worked on getting these proposals passed but who are ultimately not involved in the final process.

A person who may be viewed as being biased may not handle or decide on the matter in question. This person has an obligation to disclose any bias they may have.

If bias does exist but the decision is taken anyway, this decision can be appealed to the General Secretary or the Chair of the SBBF.

For persons exercising duties within the SBBF, a bias review must always be conducted at the start of their assignment. In this review, this person shall themselves indicate whether they have any bias or conflicts of interest and shall state what these are. If circumstances change during the exercising of their duties, this review must be updated.

If someone else believes that bias exists, the Chair of the Federation and the General Secretary must be informed. A decision shall be made jointly on whether there is bias and whether the matter should be handed over to another person.

The Chair of the Federation bears the ultimate responsibility for this decision.

When does bias exist?

Clear cases of bias are:

- if you or someone close to you has taken the initiative on or are a co-applicant in the matter, or if it the matter can be expected to have an obvious advantage or disadvantage for you or someone close to you

- if a matter is being appealed or will be resolved by a higher instance for any other reason, and you have previously been involved in the handling of the matter in the lower instance.

You may also be biased if there exist any other particular circumstances which could undermine confidence in your impartiality, for example if:

- you are friends or enemies with someone who is a party or interested party in the matter
- you are financially dependent on a party or interested party
- you are engaged in the affair in such a way that it can easily be suspected that the prerequisites for an impartial judgment are lacking
- there exists a conflict of interest or other circumstance which may undermine your or the Federation's credibility.

PRINCIPLE OF CAUTION

In all organizations, there will sometimes be situations which are not obvious or easy to assess from the point of view of bias. There may be circumstances which quite simply don't "feel right" and which can therefore be questioned.

If the relationship or connection between you as an official/elected representative and parties in the matter constitutes a conflict of interests, then confidence in either you or the Federation could be undermined even if there is no question of bias in your or the Federation's formal opinion.

In all such cases, a principle of caution must be applied, meaning that it may be best if you step back from participation in the handling of the matter in order to avoid potential conflicts of interest.

BIAS IN CASE OF TRANSFERS - CONFLICT OF INTERESTS

Players, coaches and leaders move from team to team all the time. Of course, a number of these transfers happen for completely natural and unavoidable reasons but these can nevertheless sometimes come with a few consequences, some to such a great extent that the continued existence of the entire team or club is at risk.

For this reason, players and/or coaches/leaders must not be recruited by a person who is playing an ongoing role within the SBBF since this person represents all member teams of the SBBF in this role.

In this instance, recruitment means that the person in question approaches and/or initiates contact with players or leaders/coaches with the intention of getting them to switch teams in order to strengthen the position of one team.

There may even be situations where individuals ask for help in matters relating to player transfers during their time with the SBBF. If this happens during an ongoing assignment, the issue should be referred to an impartial coworker or similar.

BULLYING/OFFENSIVE BEHAVIOR

Bullying is a major issue in society and of course also occurs within sports. All adults have a responsibility to prevent bullying and offensive behavior within the organization and to act whenever something happens. It is especially important that we as leaders within the SBBF also understand how social media can become a tool for bullying and offensive behavior, and that we work toward preventing bullying via social media.

Examples of offensive behavior include:

- saying bad things about one another or calling one another names
- teasing, making faces, laughing at or whispering about someone
- excluding someone/making them feel invisible
- lying with malicious intent
- fighting or arguing with someone
- taking, hiding or destroying items
- making jokes at someone else's expense or ridiculing someone
- using sarcasm and irony with the intent of putting someone down verbally.

RF has set up an athletics ombudsman and a whistleblower team with its initiative "Safe Sports" (Trygg Idrott). The Safe Sports website has guidance on how the sports movement can create safe environments.⁶

CORRUPTION

CHEATING

Competing on an even playing field is the essence of sports. Cheating is a threat to the basic idea of sports. The SBBF has a zero-tolerance policy for cheating and endeavors at all times to follow the rules and regulations of both the RF and the FIBA in order to protect and maintain the integrity of Swedish Basketball as a sport and also confidence in our sport.

CHEATING IN COMPETITION

The rules of competition provide the foundation for how we work and behave. For more information, visit <http://www.basket.se/tavling/bestammelser/>

As a leader, you are responsible for being familiar with the latest competition rules, and for ensuring that your team actively follows these rules.

⁶ <https://www.rf.se/Tryggidrott/>

- <https://www.rf.se/globalassets/riksidrottsforbundet/nya-dokument/nya-dokumentbanken/rfs-verksamhet/idrottsrorelsens-uppforandekod.pdf>
- <https://www.rf.se/globalassets/riksidrottsforbundet/nya-dokument/nya-dokumentbanken/ovrigt/skapa-trygga-idrottsmiljoer.pdf>
- <https://www.rf.se/globalassets/riksidrottsforbundet/nya-dokument/nya-dokumentbanken/policies/policy-och-handlingsplan-mot-sexuella-trakasserier.pdf?w=900&h=900>

MATCH FIXING

Persons exercising duties within the SBBF, as well as employees, may not participate in Swedish basketball matches, regardless of the level.

RF's Anti-Match Fixing Document provides the foundation for how we work and behave. For more information, visit:

<https://minmatch.se/sv/reglemente/>

Please report suspected cases of match fixing via a secure link at www.minmatch.se or call the tip line on 0703 - 00 36 63.

DISCRIMINATION

It is important that everyone associated with the activities of the SBBF is constantly critical of norms and always assessing whether there exist forms of discrimination which make players, leaders, function holders, coworkers, employees or elected representatives feel unwelcome or which stop them from being able to contribute or develop properly because of discrimination within the organization. Since society as a whole differentiates between people, it is even more important that we do not do this here. Everyone should both be and feel welcome.

According to the law in Sweden, discrimination is when someone is disadvantaged or wronged and this disadvantage or wronging is associated with one of the seven grounds of discrimination:

- gender
- transgender identity or expression
- ethnicity
- religion or other conviction
- disability
- sexual orientation
- age.

As well as these seven grounds of discrimination, we also need to plan our activities in such a way that socioeconomic background does not become a factor which forces individuals not to take part.

DOPING

Doping related to participation in sports is forbidden. Doping means those offenses indicated in Swedish Sport's antidoping regulations. Persons found guilty of doping may be subject to punishment in accordance with these regulations.

More information on offenses and consequences can be found here:

<http://www.rf.se/Antidoping> or you can also read the SBBF's antidoping policy

<http://www.basket.se/tavling/Antidoping/>

RESPONSIBILITY

Competition function holders and leaders, or other persons who assist athletes, are responsible for:

- being familiar with and following the rules against doping according to Chapter 13 of the RF Statue, the regulations issued by RS (Swedish Sports Board), and the SBBF's antidoping policy
- cooperating on the carrying out of doping tests
- otherwise promoting a general culture of doping-free sports.

Athletes are responsible for:

- being familiar with and following the rules against doping according to Chapter 13 of the RF Statue, the regulations issued by RS (Swedish Sports Board), and the SBBF's antidoping policy
- informing medical personnel of their obligation not to use banned substances and methods for ensuring that medical treatment which athletes have to undergo or have undergone does not violate the RF's antidoping regulations.

DRUGS

Narcotics must not be used under any circumstances and there is a zero-tolerance policy toward narcotics within sports in Sweden.

Anyone aware of narcotics being used in a sporting context should report this to the police and/or local authorities.

Using drugs which are prohibited in Sweden is of course completely unacceptable regardless of what the law says in the country you are in.

Violations of the Code of Conduct with regard to the abuse of drugs will in each case be handled by your closest Federation Rep, the General Secretary or by the Chair of the SBBF - taking into account any potential issues of substance abuse on a case-by-case basis.

The consequences for violating this rule range from temporary suspension from activities and an official hearing to permanent exclusion from activities.

RECRUITMENT AND EMPLOYMENT

We work toward conducting a recruitment process that finds the most suitable people based on their skills. We must not discriminate by interpreting skills differently based on gender, identity, age, skin color, ethnicity, or disability etc. Our prejudices mean we are not always able to see and assess a person's skills without discriminating.⁷

When employing and/or recruiting someone, we should always obtain references which match the requirements profile for the intended position.

⁷ See the SBBF's policy on recruitment which aims to ensure that recruitment reflects the diversity and culture of inclusion that makes Swedish Basketball stand out.

RELATIONSHIPS

Relationships between two individuals, where one party is dependent on the other, are not acceptable within the SBBF organization. The basic rule is that the person who has formal power shall leave their role.

The relationship between leaders and dependents in the sports movement is characterized by an uneven power dynamic. An inappropriate relationship places both the dependent and their teammates in a very difficult position where selection, for example, is placed into question and game time becomes unavoidable. There is also a risk that the dependent will feel pressure to enter into a relationship with a person in a position of power for similar reasons.

Leaders and other persons exercising duties within the SBBF shall not make contact with players under the age of 18 via private social media. Coaches/managers/elected representatives shall make contact with relevant players, coworkers or personnel over the age of 18 via social media with caution and good judgement. As far as possible, group chats and group emails should be used to avoid making contact individually. This transparency is for the safety of both the leader and the dependents.

Progress reviews and similar discussions with players under 18 which need to be communicated on an individual level should be held with at least two leaders/coaches and/or a guardian present. For players over 18, communication may take place individually without the presence of other adults. However, caution should be taken regarding forms of communication even for players over the age of 18.

Should the SBBF become aware that a relationship has been entered into/initiated, and the person in question is in a position of power and has not informed the SBBF, this would constitute a violation of the SBBF's Code of Conduct. Coaches/managers/elected representatives would subsequently be required to relinquish their role within the SBBF immediately.

The SBBF will report all evidence of crimes under Swedish law to the police, and will automatically suspend persons who have been reported for the duration of the investigation.

REPORTING CONCERNS

Anyone who suspects that a child or youth is being mistreated should report this to Social Services. This is mandatory according to the Swedish Social Services Act (Socialtjänstlagen).

Persons working in healthcare, schools and Social Services are required to report suspicions.

Sports leaders and coaches are thus not obliged to report their suspicions, however they always should report them so that Social Services has the opportunity to investigate whether the child/youth requires support and protection.

More information on reporting concerns can be found here:
www.socialstyrelsen.se/orosanmalan.

If you are unsure of what to do, call BRIS first. They have a support hotline for sports leaders on 077-44 000 42. You can also call the Social Services team in your local area to have a chat.

ROAD SAFETY

There may be instances where you as a player, elected representative, leader, function holder, or contract or permanent employee will act as a driver in connection with an activity for the SBBF. Since you are responsible not just for yourself in such circumstances, it is incredibly important that you and your passengers use safety belts and secure luggage properly so that it will not make the damage worse in the event of a crash. The vehicle must be inspected and it must have the correct type of tires in the event that you are driving under winter conditions.

As a driver, you should of course be completely sober and follow the Swedish traffic laws to the letter. Remember that both the consumption of alcohol and a lack of sleep the night before can affect your abilities as a driver the next day. You should also not drive if you are so tired that there is a risk of you falling asleep at the wheel.

SEXUAL OFFENCES, HARASSMENT AND ASSAULT

Sexual offences and harassment can take a number of forms: physical, verbal or non-verbal. For example, it may be a question of unwanted physical contact, such as unnecessary touching of another person's body, unwelcome propositions or pressures, being forced to view pornographic images or texts against one's will, wolf-whistling, shaming, or looks or gestures which are offensive. It could also be other behavior or actions which tarnish or ridicule an individual on the basis of their gender or sexual orientation.

The most important indicator of harassment is that such actions are unwanted by the persons they are directed toward. And it is the perception of the victim that is crucial, not the intent of the perpetrator.

If you are contacted by a player, leader, elected representative or member of staff who says that they have been sexually harassed by another person within the SBBF organization, the General Secretary or Chair of the Federation must be informed immediately. The RF Action Plan for Safe Sports should then be followed.⁸

Sexual assault refers to sexual acts where one or more persons crosses a line and violates another person in a sexual manner.

Everyone has the right to bodily and sexual autonomy. All sexual assaults must be reported to the police.

Avoid being in an isolated room with just one player, and try to always enter changing/treatment rooms with at least one other adult. In facilities and on trips where leaders are sleeping in the same room as the children/youths, there must always be at least two adults present, ideally a man and a woman.

Crimes must always be reported to the police so that they can be dealt with according to the law in Sweden.

⁸ <https://www.rf.se/globalassets/riksidrottsforbundet/nya-dokument/nya-dokumentbanken/policies/policy-och-handlingsplan-mot-sexuella-trakasserier.pdf?w=900&h=900>

If you are contacted by a player, leader, elected representative or member of staff who says that they have been sexually assaulted by another person within the SBBF organization, the General Secretary or Chair of the Federation must be contacted/informed. Suspected crimes will be reported.

REVISIONS TO THE CODE OF CONDUCT

The Swedish Basketball Federation continuously reviews the wording of its Code of Conduct and updates it wherever necessary.



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