

Code of Conduct



www.swisscheer.ch

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When it comes to our actions and behavior, our business activities, finances and our files and documents, we at the Swiss Cheer Association have clear requirements.

Source: Swiss Olympic Code of Conduct

CODE OF CONDUCT

Swiss Cheer Association (SCA)

Aligned with the *Swiss Olympic Statutes on Ethics in Swiss Sport (2025)*

1. Purpose and Ethical Foundation

The Swiss Cheer Association (SCA) is committed to promoting a **healthy, respectful, fair, and sustainably successful sport**, in accordance with the **Ethics Charter of Swiss Olympic and FOSPO**.

This Code of Conduct:

- Implements and complements the **Swiss Olympic Statutes on Ethics in Swiss Sport**, which take precedence in all cases of conflict
- Translates these principles into the specific context of cheerleading in Switzerland
- Based on the values of the International Cheer Union and ICU Europe
- Supports the Olympic values of International Olympic Committee: Excellence, Friendship, Respect
- Establishes standards of behavior and safeguarding obligations
- Supports prevention, early detection, and response to ethical violations

All members of SCA recognize that:

- Ethical conduct is a **mandatory condition of participation in organized sport**
- The welfare, dignity, and integrity of athletes are **paramount**

With this Code of Conduct, we jointly commit to a healthy, respectful, fair, and successful sport.

2. Scope of Application

This Code applies to all individuals and organizations subject to SCA, including:

- Board members and executive bodies
- Employees and contractors
- Coaches, trainers, and support staff
- Judges, officials, and event personnel
- Member clubs and their representatives
- Athletes (including minors) and, where applicable, their legal guardians
- Volunteers and external partners

This scope aligns with the **personal and functional scope defined by Swiss Olympic Ethics Statutes**

The Code applies:

- In Switzerland and abroad
- To all conduct connected to cheerleading or affecting the integrity and reputation of the sport

All board members, judges, employees, volunteers, and coaches:

- Are familiarized with this Code upon assuming their role
- Confirm acceptance and compliance through signature

The SCA Board:

- Is available to answer questions
- Ensures annual review and discussion of implementation at the General Assembly

3. Relationship to Swiss Olympic Ethics Statutes

The **Swiss Olympic Statutes on Ethics in Swiss Sport** are binding and take precedence.

Accordingly:

- All ethical violations are defined and assessed under these Statutes

- Reports are handled by **Swiss Sport Integrity (SSI)**
- Sanctions are imposed by **SSI or the Swiss Sports Tribunal**

This Code:

- Does not replace the Statutes
 - Provides **sport-specific clarification and implementation guidance**
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4. Core Ethical Principles

All individuals subject to this Code must:

4.1 Integrity and Legality

- Act lawfully, honestly, and in good faith
- Avoid any conduct that may damage trust in sport
- Recognize our role as ambassadors of the sport of Cheer.

4.2 Respect and Dignity

- Respect the physical, psychological, and sexual integrity of all persons
- Reject all forms of discrimination

4.3 Duty of Care

- Protect athletes, especially minors and vulnerable persons
- Act immediately when risks or concerns arise

4.4 Transparency and Accountability

- Act in a way that withstands public scrutiny
- Disclose relevant interests and relationships

4.5 Fair Play and Sustainability

- Uphold fair competition and ethical sporting values

- Respect environmental and social responsibilities
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5. Ethics Violations

Any conduct defined as an ethics violation under Swiss Olympic Statutes is prohibited.

This includes, in particular:

5.1 Maltreatment and Abuse

- Discrimination of any kind
- Psychological abuse (e.g., intimidation, humiliation, bullying)
- Physical abuse or harmful training practices
- Sexual harassment, exploitation, or abuse
- Neglect of duty of care

5.2 Abuse of Position

- Corruption, bribery, or undue advantages
- Misuse of funds or resources
- Failure to disclose conflicts of interest
- Neglect of supervisory responsibilities

5.3 Unsporting Conduct

- Violations of fair play
- Competition manipulation or betting-related misconduct
- Disrespect toward participants, officials, or the environment

These definitions are governed by the Swiss Olympic framework

6. Conflicts of Interest

All individuals must:

- Avoid situations that create actual or perceived conflicts
- Disclose:
 - Financial interests
 - External mandates
 - Personal relationships relevant to decisions

Where a conflict exists:

- The individual must **recuse themselves from decision-making**

Failure to disclose constitutes an ethics violation.

7. Gifts, Invitations, and Benefits

7.1 General Rule

Gifts and invitations must never influence decision-making.

7.2 Permitted Only If

- Of **minimal or customary value**
- Transparent and infrequent
- Directly related to official duties

7.3 Prohibited

- Cash or cash-equivalent benefits
- Repeated or excessive advantages
- Any benefit creating obligation or influence

Undue advantages constitute corruption under Swiss Olympic rules

8. Financial Integrity and Procurement

SCA ensures:

- Use of funds strictly for statutory purposes
- Transparent accounting and financial controls
- Fair and documented procurement processes
- No acceptance of illegal or undisclosed funds

Contracts and partnerships must:

- Include ethical compliance clauses
 - Align with Swiss Olympic ethical standards
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9. Data Protection and Confidentiality

All individuals must:

- Protect personal and sensitive data
 - Use information only for legitimate purposes
 - Maintain confidentiality during and after their role
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10. Safeguarding and Athlete Protection

SCA adopts a **zero-tolerance policy** toward all forms of abuse.

10.1 Fundamental Principles

- Athlete welfare is paramount
- Best interests of the minor prevail
- Safeguarding is a shared responsibility

10.2 Prohibited Conduct

- Any abuse (physical, psychological, sexual, neglect)
- Grooming or inappropriate relationships

- Bullying, harassment, or exclusion
- Unsafe training practices

10.3 Safe Conduct Requirements

- Maintain professional boundaries
- Avoid isolated one-on-one situations with minors
- Ensure transparency in communication

10.4 Digital Safeguarding

- No secret or inappropriate communication with minors
 - Respect privacy and parental awareness
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11. Reporting Obligations and Procedures

11.1 Obligation to Report

All individuals **must** report:

- Suspected ethical violations
- Safeguarding concerns
- Misconduct or abuse

Failure to report may itself constitute a violation.

All individuals must report an incident within 5 days.

If there is any QUESTION of whether to report or not, you must ask either the ethical committee of SCA or Swiss Sport Integrity at +41 31 550 21 31. The process for reporting will then be instructed.

11.2 Reporting Channel

All reports must be directed to the Ethical Committee of SCA at ethics@swisscheer.ch.

Reports may be:

- Written
- Oral
- In person

In the event that a report wishes to be made anonymously and to someone outside of the organization, Swiss Sport Integrity (SSI) handles anonymous reporting confidentially.

11.3 Protection of Reporting Persons

- Protection from retaliation is guaranteed
 - Good-faith reporting is protected
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12. Investigation and Procedures

All cases are handled in accordance with Swiss Olympic procedures:

- SCA handles ethical violations and must escalate any cases to SSI in the orange or red [ethical compass](#) of Swiss Olympic
- SCA conducts investigations of any grey area reports.
- SSI conducts investigations
- Rights of all parties are respected
- Confidentiality and fairness are ensured
- Immediate risk assessments will be conducted by SCA
- Interim protective measures may be implemented
- Investigations will follow principles of fairness and due process

SCA cooperates fully with all investigations. The Ethics Committee of Swiss Cheer acts as a separate and independent body to the association.

13. Sanctions

Sanctions are determined under Swiss Olympic regulations and may include:

- Warning
- Suspension
- Fines
- Removal from position
- Competition bans
- Referral to legal authorities
- Expulsion
- Civil action
- Criminal prosecution

Sanctions are:

- Proportionate
- Consistent
- Based on established procedures
- Documented

13.2 Decision-Making Body

The SCA Ethical Committee:

- Acts as anonymous and independent handling of reports
- Liaisons with Swiss Sport Integrity
- Ensures recusal in case of conflicts

14. Duties of Organizations and Clubs

SCA and its member organizations must:

- Adopt and implement this Code
- Ensure all members are informed and trained
- Promote ethical awareness and prevention
- Cooperate with investigations
- Ensure all relevant persons are bound by Swiss Olympic ethics rules

15. Education and Prevention

SCA commits to:

- Mandatory ethics and safeguarding education
 - Ongoing awareness programs
 - Clear communication of expectations
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16. Entry into Force and Governance

This Code:

- Enters into force on: **April 1 2026**
- Is owned by the Swiss Cheer Association
- Was developed and approved by the Board and members
- Is reviewed regularly

In case of conflict:

Swiss Olympic Statutes on Ethics in Swiss Sport prevail

The ICU lawyer in Lausanne serves as the legal appeal authority.

17. Final Commitment

Swiss Cheer Association is committed to:

- A culture of **integrity, safety, and respect**
- Zero tolerance for abuse and misconduct
- Full alignment with Swiss Olympic ethical governance

Ethics in sport is not optional—it is a **binding obligation**.

Adopted by the Board of Directors on: April 1, 2026

On behalf of the Board of Directors,

President,

Name: Cristina Hengartner

Signature:


