

PO.S. A- POLE SPORT & ARTS WORLD FEDERATION



# **POSA CODE OF CONDUCT**

For all Participants in Pole Sport/Pole Art-  
Aerial Sport/Aerial Art

**EDITION 2025**



## PREAMBLE

This Code of Conduct embodies the collective commitment and individual responsibilities of all who participate in sport to transparent standards of ethical conduct and a dedication to ensure a safe environment for everyone in all aspects of training, competition, and sports operations.

This Code of Conduct refers to the POSA Statutes and the POSA Code of Discipline, as amended from time to time. It shall be a complementary tool to the POSA Code of Ethics.

All Participants are responsible and accountable for their own behaviour and conduct. Each Participant must understand and comply with all applicable rules and regulations set out for the sport of Pole Sport.

While the POSA may set standards for behaviour, National Federations (NF) and their clubs have a legal and/or moral responsibility to address any behaviour that might be punishable by local national laws. Any illegal misconduct should be reported to the relevant state authorities. In this case, the concerned NF shall share the final findings, and the sanctions imposed on Participants of Pole Sport to the POSA Disciplinary Authorities, in compliance with the POSA Disciplinary Code.

This Code of Conduct includes three sections:

- I. General Principles of Integrity and Respect.
- II. Specific Principles for Athletes, Coaches, Judges, Officials and Management; and,
- III. Proceedings.

To this Code of Conduct, Participants shall refer to:

- All NF members, appointed, selected, or elected governance members, officials, including athletes, other representatives of the NFs, or any person competing or participating in any of the activities of Pole Sport, Pole Art & Aerials.
- All coaches, trainers, authorized athlete representatives, including technical staff, medical or para-medical support personnel, parents or any other person working with, treating or assisting athletes participating in, or preparing for, Pole & Aerial events; and,
- All judges, delegates, and other officials, POSA employees and partners, members of Pole Sport authorities, as well as any person accredited for or volunteering at Pole & Aerials events.



## I. GENERAL PRINCIPLES OF INTEGRITY AND RESPECT

All Participants commit to:

- Behave courtesy and politely and report any difficulties or concerns in accordance with existing procedures.
- Respect the rights and opinions of others, regardless of race, color, gender, sexual orientation, gender identity, religion, political or other opinion, national or social origin, mental or physical disability and athletic ability or other status.
- Work and communicate co-operatively, respecting the specific roles, responsibilities and tasks of all other Participants and the rules and regulations guiding the activity.
- Refrain from unsportsmanlike language or conduct.
- Strictly refrain from any behaviour that could constitute, encourage or incite any form of harassment, violence, abuse or otherwise cause harm. This includes physical, sexual and psychological misconduct.
- Abstain from any bullying or abusive language or behaviour towards others in person, electronically or on any social media platforms, whether in a private or public form.
- Abstain from any kind of demonstration or political, religious or racial propaganda in any Pole Sport, Pole Art & Aerials competitions.
- Proactively address abusive, bullying, manipulative or threatening language or behaviour and report any concerns of abuse or neglect of a Participant to the appropriate authorities promptly.
- Uphold the highest principles of fair play on and off the training and competition field and accept the results of competition with dignity.
- Refuse any bribes.
- Abstain from any betting activity, any attempt to manipulate results, or participate in any other form of dishonest, fraudulent or illegal activity.
- Refrain from any abuse or misuse of your position of trust, power or influence.
- Uphold the values of clean sport and never assist, advocate or condone the use of illicit drugs or other banned performance-enhancing substances or methods.
- Respect local national laws, including when travelling in foreign countries.



## **II. SPECIFIC PRINCIPLES**

### **1. ATHLETE-SPECIFIC PRINCIPLES**

The athlete commits to:

- Maintain respectful relationships with their teammates, coaches, officials, and administration/management staff.
- Follow a training plan that is compatible with education and private life and designed in consultation with coaches and, if minors, with parents or legal guardians, to reach mutually agreed goals.
- Share with their close relatives, coaches or officials or authorities if any concern arises or report to through available channels, if appropriate.
- Report any injury or accident to their coach, medical and paramedical staff, and parents/legal guardian.
- Accept the decisions of officials or judges during events, and raise potential complaints, differences of opinion or conflicts through the appropriate channels.
- Provide accurate personal information to the appropriate authorities.
- Comply with all applicable anti-doping rules and proceedings and abstain from the use of prohibited substances and methods, performance-enhancing drugs...

### **2. COACH-SPECIFIC PRINCIPLES**

The coach commits to:

- Maintain professional relationships with athletes, athletes' parents/legal guardians, technical and medical staff, and officials.
- Ensure each athlete follows a well-planned program of training suitable to their age and ability level and is designed to support them to reach mutually agreed upon goals compatible with education, development stage in life and sport, and private life of the athlete.
- Maintain vigilance that the training process continues to respect and consider each athlete's specific physiological abilities and psychological characteristics, and that the current and long-term physical and mental health, safety and welfare of each athlete remains the priority over any goal or result.
- Keep current with the latest sports science knowledge.
- Conduct constant safety assessment of the training environment and take steps to rectify any identified safety concerns promptly.



- Never overrule medical and paramedical experts, and respect medical advice regarding athletes suffering from any illness or injury, mental health conditions, or in prescribed treatment, in a recovery protocol or who are returning to training.
- Refrain from any inappropriate, insensitive, hurtful, mocking or critical comments or behaviour regarding the athlete's physical appearance, body shape or weight.
- Treat all athletes with equity, respect, and fairness and avoid any kind of conflict of interest, impropriety, or favoritism.
- Provide feedback in an honest, positive manner and ensure a factual and constructive approach that allows athletes to express their own views without fear of repercussions.
- Listen actively to concerns voiced by athletes and follow up with appropriate action to resolve issues.
- Ensure that any physical contact with an athlete is appropriate to the situation and necessary for the athlete's skill development and/or safety.
- Respect the rules of competition and never compromise athletes by advocating measures that conflict with any competition rules.
- Report any conduct or suspicion about conduct of which he/she becomes aware that could constitute harassment, violence or abuse, including any physical, sexual and psychological misconduct on the young athletes.

### **3. JUDGE- AND OFFICIAL-SPECIFIC PRINCIPLES**

The judge and the official commit to:

- Absolute fairness, impartiality, and consistency in all judging situations.
- Present themselves for an assigned function well prepared and conduct all duties with professionalism, competence and courtesy.
- Work in a spirit of cooperation and respect with other officials and event organizers.
- Provide input and feedback in a constructive and positive manner, when requested, at the appropriate time and place.
- Always uphold as priority the physical, psychological and mental well-being and integrity of the athlete.
- Report to the appropriate authorities to any individuals who are accepting bribes, or engaged in the manipulation of competition results, or any other fraudulent or illicit activities.



#### 4. EXECUTIVE OFFICER-SPECIFIC PRINCIPLES

The executive officer of the National Federation (NF) commits to:

- Ensure that their NF organization acts in compliance with all applicable laws, rules and regulations and respects all decisions rendered by the POSA authorities and bodies.
- Take responsibility for their NF's management decisions and actions.
- Ensure their NF maintains a culture of trust and empowerment, makes decisions in the best interests of the athletes, and clearly rejects win-at-all-cost strategies at the expense of athletes' wellbeing.
- Ensure a clearly defined boundary is maintained between the sport's training process and the goals of external stakeholders.
- Clearly articulate and define recourse to a resolution with a neutral third party, mediator or arbitration body in case of conflict, assuring equal treatment between all parties.





### III. PROCEEDINGS

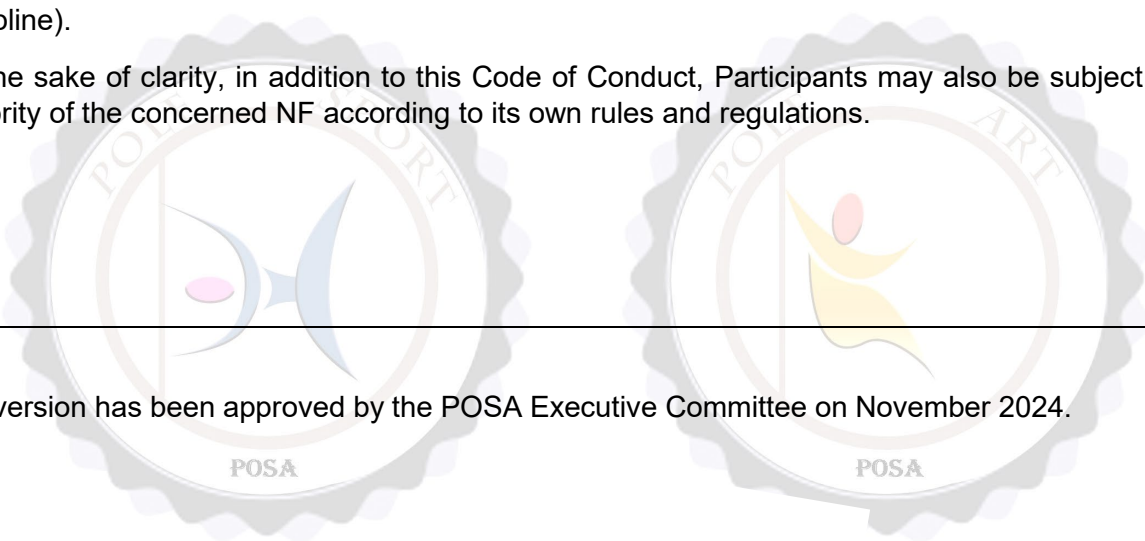
Any infringement or alleged infringement of this Code of Conduct shall be dealt with by the Disciplinary Authorities of the POSA Ethics Committee, according to Article 2 the POSA Code of Discipline.

Any infringement of this Code of Conduct may subject a party to sanctions provided for by the POSA Statutes or any other rules enacted by the POSA.

Any Participant in Pole Sport, Pole Art & Aerials, shall report to the Ethics Committee in writing, as soon as practicable, any breach, reasonable suspicion of infringement, any act or conduct that may constitute a violation of this Code of Conduct. The Ethics Committee shall proceed in accordance with the POSA Code of Discipline, as amended from time to time.

This present Code of Conduct is without prejudice to other specific rules and regulations enacted by POSA, as amended from time to time (for instance, the POSA Code of Ethics, the POSA Code Of Discipline).

For the sake of clarity, in addition to this Code of Conduct, Participants may also be subject to the authority of the concerned NF according to its own rules and regulations.



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This version has been approved by the POSA Executive Committee on November 2024.

Davide Lacagnina  
POSA President

Anisa Fadzan  
Secretary General

Novazzano, 3 January 2025