

“We have worked with a code of ethics that has to guide our behaviour as sportsmen, as parents of athletes/sportmen, as coaches, as managers, in short, as people who are part of the Association, of our club, as citizens of Sant Cugat, Catalonia and the world.”

Values and ethics code. Introduction

SantCugatCreix was born on 16 May 2014 after found that the three founding clubs of the Association recognised that they had shared common values and goals that made making it possible to undertake a joint project.

So is set up that was the start of SantCugatCreix Association, composed formed in a first phase by the Club Rugby Sant Cugat, Roller Hockey Club Sant Cugat and Volleyball Club Sant Cugat, with the following purposes:

- to represent the non-profit sports clubs of Sant Cugat del Vallès which that have a global structure training system from the school of initiation school to high level teams of State category, with at least a team in each of the categories of training, to high level teams of State category.
- to represent all its members, in the defense, promotion and training of sport, as well as other collective actions of interest and social benefit.
- to provide the city with of an actor which that enables contributes to the preservation of this model training sports model and representative characteristic of Sant Cugat del Vallès.

The next step in order for so that the project can to move forward is to put black on white to discuss these common values to all of those that we integrate the Association, the values that define us as a group, and that we will be promoted and observed in all the decisions that we take taken all that we are part.

Through the group formed in April of 2014 by Heads of the directives of the three clubs, we have drafted a proposal that is now open to all those who want to enrich this task job with their suggestions.

Once defined our common values have been defined, we have also worked out upon an ethics code that has to guide our behaviour as sportsmen, as parents of athletes/sportmen, as coaches, as managers, in short, as people who are part of the Association, of our club, as citizens of Sant Cugat and the world.

The code proposes:

- to think of ourselves with an ethical perspective
- to be open to dialogue and discussion
- to take responsibility of our own decisions
- to build a coexistence always renovated
- to improve the quality of life and our work

- to keep the focus on the respect for ourselves and others.

And in addition, the code is intended to be a tool capable of:

- to actacting as a guide for coaches, players, parents and managers in the solutionto solve of the problems that appear in the practice of sport
- to provideproviding solid references for certain behaviorbehaviour that will strengthen the group identity and the relationship between managers, coaches, parents and players.
- to set outsetting out clearly, inward and outward, the commitments made by the Association and the clubs that compone them in terms of identity, values and behaviour patterns
- to actacting as a "great pactdeal" between all the subjects that belong to the same sports community (managers, coaches, players, parents).

The ethics code is a tool that the Association adopts and, by extensioón, the three founding clubs do also, but we do not intend to make it a closed tool. We are aware that we need to encourage the participation of all to get wthat really give us the cohesion necessary to move forward with our project and from this participation has to come its enrichment.

SantCugatCreix values

The three clubs that integrate SantCugatCreix are part of a sports model of success and of the city, with a first drive team of a training pProject, and we want the generated talent to be developed in Sant Cugat.

Our sporting model is summed up with this principle:

FIRST THE BASE

We are trainers of people through sports, and through grass-root training we get excellence, we generate talent so that athletes can compete at the highest level in Sant Cugat.

Our common values are all related to the formation of good people, better citizens and are as follows:

- RESPECT:

This is a crucial value of sports behaviorbehaviour and to be promoted by all actors in the field of sport:

players: Let's play facing us to each other but also with the other; without opponents there's no match

referees: without them there is no game; are human and subject to error

coaches: are the ones that decide the game, the required conductors of that orchestra which is the team

managers/administradorsadministrators: operate the machine that is the club

supporters, parents, spectators: they want to enjoy the game, give their support and help aid for the development of the groups

- COMMITMENT:
We will learn that it is necessary the commitment with our team and with the club is necessary and with the club all season long. Things do not go well if we miss trainings or matches. This value will be also very useful also to learn living and coexisting in the society we live in are part of.
- SOLIDARITY:
We have to give, to share the best of ourselves to the service of the collective
- TEAM WORK:
In group sports, this is a required value to achieve any goal
- CONFIDENCE:
We have to rely on ourselves and our fellow
- EFFORT:
Without effort there is no overcoming
- PERSEVERANCE:
We have to persevere to learning, we have to repeat again and again the exercise until we get the perfection
- RESPONSIBILITY:
Through sport we will promote the individual and collective responsibility towards the equipment, facilities and sports materials.
- HUMILITY:
We will learn how to assimilate the victories with humility and fit the losses with dignity

The Ethics Code of SantCugatCreix

The ethics code guides SantCugatCreix in our behaviour as sportsmen, as the technical or management staff and as parents of athletes, and defines us as a group to promote the values we all share.

We have created a decalogue of behaviorsbehaviours for each one of the groups that are part of the club. They are 10 behaviorsbehaviours that we value as indispensable for all those who are part of SantCugatCreix.

DECALOGUE OF BEHAVIOUR OF SPORTSMEN FROM SantCugatCreix

The pleasure of doing sports to play, to win, to train with your friends and colleagues, in a healthy environment, can only be done through the respect of some common rules.

- Respect the rules of the Club and the team, the team's and as well as the rules of the game.

Without rules there is no order. To keep clean the dressing room, not to step on the field of play without suitable footwear, to respect the uniform of the equipment and material, to shower after workouts, to be on time, to give up to go to bed late before matches, to have a balanced diet, etc. .. are obvious rules but we have to remember that you must meet in order for the club to work properly. To comply with these rules will facilitate the coexistence of the group.

- Respect your coach and her/his decisions.

The coach is the one who has specific knowledge of the sport and is the person who has the responsibility to teach and educate the athletes who is responsible for. He/she prepares the trainings, sets goals, defines the teams in the game, in short, is the leader of the group to respect.

- Respect your colleagues.

Don't do to others what you don't want them to do to you. The lack of respect for your colleagues, the taunts, the continued teasing create negative feelings, sadness, anger or disappointment and don't help the team

- Respect for referees and for the rivals.

They are indispensable actors in any sport. The referee will comply with the rules for impartial and we can learn from the opponent. They deserve our respect.

- Work with the same enthusiasm for yourself as well as for the team

Do not look only your results, is the team who play and win or lose a game

- Encourage your colleagues

In moments of difficulty to feel the support of our colleagues is of a great help. A smile, a pat on the back helps our colleagues.

- Accept the defeat and respect in the victory.

Defeats cause frustration and insecurity. We need to control feelings of anger towards referees, public or opponents. We need to know how to analyse what happened to find solutions. The defeat can become an opportunity for tactical and technical growth and can help to increase the team spirit.

- Organize your time (between school, sports and friends), keep the commitment to all.

School, sports and friends require time and commitment. Organize your time in order to comply with your obligations and at the same time enjoy friends and sport with the commitment they deserve

- Live in a healthy environment and help others to live in a healthy environment.

We need to respect our bodies and our minds. The lack of rest, the use of foreign substances or a poor diet have a very negative impact on our performance. We need to have adequate food, we should rest, we should not smoke or take drugs.

- Play sport for fun and at the same time work to improve your skills and those of the group.

Remember that in addition to the fun, the sport also involves hard work to improve your skills and those of the group

DECALOGUE OF BEHAVIOUR OF THE TECHNICAL STAFF OF SantCugatCreix

Young people learn what they see of the other, the models of appropriate behaviorbehaviour can become referenes of conduct.

- Be an example for athletes through consistent behaviour, correct, courteous and respectful of the rules.

The coach is a point of reference for young athlete out of the family, is an example to follow. Teach by example that the acceptance and compliance with the rules are the basis for achieving the sport success will give anchor points for young people.

- Work with the club and for the club.

You are not alone with your team, you are part of a whole, of a larger group that is your club. Coordinated, communicate your decisions, your problems with the team and look for support with all the technical and management team of the club

- Communicate the decisions and clear any doubt to athletes and also to their families and listen in order to know the needs of each individual.

You work with people regardless of their technical or tactic skills. It is your duty to express and share any important decision with the person in question and clarify if there are any doubts or misunderstandings. In each situation the aim is the pursuit of mutual understanding. You have to listen and take into account players, this is the only way you can get to negotiate possible solutions to conflicts without necessarily endangering the emotional relationship.

- Do not overburden athletes physically or mentally.

Although the application of commitment is maximum, you can notcannot require a player to play when he/she is not in perfect physical and mental conditions. Give the utmost importance to the psychological recovery after an injury.

Respect also the madurative maturational stages of each player and require depending on their maturity.

- Be responsible for your professional work. Define possible and motivator objectives.

The objectives of your team, its component athletes and the club must be matched. We have to share them in order to make the saying that we are all in the same boat. If the individual expectations of the athlete, the team and the club and your decisions or actions are aligned to each other, will improve the feelings and will facilitate the achievement of the expected result.

- Recognize individual and group advances.

Pay attention to advances and not necessarily in absolute performance, get a work-oriented climate. You have to observe each athlete, his/her ability and see if you are doing everything you can to learn new skills and to improve performance. Recognize

their strengths and weaknesses regardless of the result, and assign each player a role within the group. Recognize then their role within the group.

- Do not devote only to the best.

All players need your dedication and you cannot alienate any of them.

- Take your social responsibility, respect the other clubs, the opponent's team, the referee, the facilities and the used materials.

Remember that you are the example to follow, if you respect, they will respect.

- Treat with respect the athletes of your team.

Remember that athletes play by joy and pleasure and that win is only a part of all this. Never make mockery of or shout to an athlete for making mistakes or losing a game. Be generous with praise and cautious with criticism when appropriate.

- Trained and informed.

You have to be to date both in terms of technical knowledge and of the changes in the regulations and rules of the game. It is your responsibility to watch out in order to apply the changes. Ongoing training should be one of your goals.

DECALOGUE OF PARENTAL BEHAVIOUR OF ATHLETES OF SantCugatCreix

You are a father/mother, you are not a coach or manager. Check out of father with your children and let others do the work assigned.

- Respect and promote the respect for the rules of the Club and for the equipment of your son.

The rules facilitate the unity, remind us that we are not alone and that we cannot act without respecting the boundaries of others. You have to respect and encourage your children to respect the rules of the club and of his own team. The rules have the purpose of giving security, providing reference points to athletes in their growth.

- Respect the functions, the decisions and the professionalism of the technicians of the Club.

Feel that coaches take the decisions always looking for what's best for the team. Respect their decisions and try to understand them and especially do not the question them in front of your children. Talk to your coach when you don't understand their decisions.

- Cheer to the team and accept defeat when it occurs

Defeat, wrong referees' decisions, certain actions of opposing players or coaches can trigger moments of nervousness in parents. You should avoid unsportmanlike behaviors, insults and dirty words against the other team or the referee can't be spoiled and do not help your children to be concentrated.

- Accept the physical, technic or character limits of your child.

You have to know and accept your child limits and encourage him/her to improve always within his/her possibilities. Any non-realistic expectation about the qualities of your child will generate frustration in you and in himself/herself.

- Help to improve the skills of your child.

You have to accept the limits of your children, but you also need to strengthen their skills. In sport not just the strongest, the highest or the fastest one is important. Each player in a team is important, you have to recognize their skills and help them to price them in order to encourage the construction of the own identity of your children.

- Listen to and talk with your child in situations of conflict. Don't judge.

During the season your children may find themselves in situations of conflict, of discomfort for some topic, problem, or situation. Try not to judge in favour or against your children, listen to them, take seriously what your they tells tochild tells you, their opinions and try to make them see and understand the reasons for the position of the other party (coach, teammates, etc.) and look for an effective solution to the conflict.

- Appreciate the benefits of the practice of sport in themselves. They are always there, even if the team is not the champion.

Sport is beneficial for your children. At individual level for the creation of their personality, at physical and social level as they form part of a group, encourages the coexistence and friendship. To bBe champions is fine, very fine, but don't forget that not all teams can be champions - instead all athletes enjoy the benefits of the practice of sport.

- Educate your child in the fair play.

Play is an activity generally satisfactory and pleasant, honest and fun. It is not just compete and win but we have to accept losing, and we have to teach to play clean without cheating. Teach him/her to respect on the opponent, on their peers. As Pierre de Coubertin said, the most important thing is not to win but to compete.

- Understand and make your children understand the importance of training.

Without training, nor your children, nor their team grow. Try to make them understand the importance of the effort in the trainings. Their attendance is essential.

- You are part of the parentsparents' team.

Without you, the base training sport couldan not happenbe the grassroot sport. You don't just pay the fees but make possible that your children go to matches, you are the fans who following unconditionally the team. Try to be part of this team. Be interested onfor what happens in the club and participate in social activities that are organized. It will help you to grow as a group.

DECALOGUE OF BEHAVIOUR OF MANAGERS OF SantCugatCreix

At the time of taking decisions remember always that our sport model is summed up with this principle: FIRST THE BASE.

- Be an example for coaches, parents and athletes with a consistent behaviorbehaviour, correct, courteous and respectful of the rules.

In the same way as the coach, the manager is a reference point for the rest of the members of the club. Teach by example that the acceptance and compliance with the rules are the basis for achieving the sportive success will give anchor points for young people and will help parents and coaches in the education of athletes.

- Communicate the decisions and clear any doubt to the technicians, to the athletes and also to their families and listen to the needs of every individual.

It is your duty to express and share any important decision with the person in question and clarify if there are any doubts or misunderstandings. In each situation the aim is the pursuit of mutual understanding. You have to listen and take into account the technical staff, players and families, just so you can get to negotiate possible solutions to conflicts without necessarily endangering the emotional relationship.

- Define possible and motivator goals.

The objectives of the club, its technicians and its temsteams must be matched. We have to share them in order to make the saying that we are all in the same boat. If the individual expectations of the athlete, the team ones and the club ones and your decisions or actions are aligned to each other, the sensations will improve and the achievement of the expected result will be facilitated.

- Think global.

Before making a decision consider its consequences globally in the club and do not think just in a particular group.

- Choose the technicians of the club not only for their technical capabilities.

Make sure that your club coaches are identified with our values in addition to being good technicians. Please respect the sporting decisions they take.

- Do not close in the office.

To hear, to know what is happening in the club you have to live it. You have to be in the stands, you have to go to the workouts and you have to talk to parents and coaches. Do not be a closed circle, open to other people in the club and be accessible.

- Promote fair play.

Play is generally ana satisfactory and pleasant activity, honest and fun. It is not just compete and win but we have to accept losing and encourage fair play, without cheating. The most important thing is not to win but to compete.

- Make transparent the management of the club.

Club members have to know the management of the club. It is important that all of them understand the economic and sports situation and make it of their own. Do not hide the problems of the club.

- Keep and promote the social dimension of the club.

To strengthen the group identity you have to take care of the social dimension of the club. Meetings, stages, celebrations and participation with other institutions of the city. Make the club to be open to the city.

Comply with and enforce this ethics code with athletes, technicians and parents

Sant Cugat del Vallès, July 2014.