



Code of Ethics for Instructors

This Ethical Code aims at clarifying the practices and behaviours expected from the taekwondo instructors working for the Taekwondo Humanitarian Foundation ('THF') or involved in one of the Foundation's projects. This Ethical Code applies to all interactions, be it with the taekwondo students, the project colleagues, the THF staff or the public or private partners involved in the project. More generally, this Code aims at guaranteeing a socially responsible behaviour which respects the civil society and the universal fundamental ethical principles.

Fundamental principles

Respect of laws, rules and internal norms

Instructors commit themselves to respecting the laws, rules and norms in force in the country where they operate.

Global citizenship and peace

Instructors are expected to acquaint themselves with the values and practices of global citizenship and peace. They should be able to distinguish different ways of handling disputes and learn how to resolve conflicts.

Respect of others

Instructors commit themselves to respecting the dignity of each person they interact with as part of their functions, notably in abiding the Universal Declaration of Human Rights. This principle is based on the fundamental idea that each human being has worth and deserves respect.

For instructors, acting in a way as to respect others consists of not making anyone feel inferior to any other person as a human being because of their sex, race, origin, potential as an athlete, skin color, sex orientation, religion, political stance, socio-economic situation, marital status, age or any other factor.

Honesty, equity and transparency

Instructors are expected to act with honesty, equity and transparency regarding all students, colleagues and collaborators as well as all public or private partners who are implicated in the project.

Honor and Olympic Values

The principle of honor as well as Olympic values of excellence, friendship and respect are so that instructors should do everything in their power to:

- Actively promote values linked to training and sport by clearly announcing them.
- Encourage honorable acts and intentions as well as carrying them out to act as an example.
- Act as spokespersons and give an example of the positive aspects of sport, notably excellence in sport and life, sportsmanship, competition and honest effort, self-discipline, integrity, personal growth and blossoming, respect of the body, challenge and successfulness.

Rejection of Corruption

The conduct of instructors should not give way to behaviors which can be viewed as active or passive corruption as well as influence trafficking or favoritism.



Loyalty Towards the Foundation

Instructors should commit themselves to avoiding conflicts of interest, dismissal of confidentiality as well as all prohibited actions listed in this Code of Ethics.

Respect of Equipment and Premises Made Available Within the Project

Instructors should commit themselves to respecting any equipment, materials and buildings made available to them by the foundation or any other public or private partner and should evade any voluntary degradation or appropriation.

Concerns Over Quality of Work and Sustainable Development

Instructors are asked to ensure that the level of their work and conditions of the project are of high quality and should also listen to their students' feedback.

Instructors need to be committed to preserving the Environment whilst exercising their functions by minimizing environmental impacts which their acts can have as well as promoting sustainable development.

Political Neutrality of the Foundation

THF is an apolitical organization hence instructors need to stay politically neutral whilst carrying out their functions.

Essential values needed to be followed by instructors:

- **Respect:** considering the dignity of others and behaving in a way as to demonstrate consideration and politeness towards them.
- **Value:** being worthy of the esteem and merit of others, showing proof of greatness, being noble, respectful, virtuous and legitimate.
- **Discretion:** acting with prudence and precaution, being aware and taking caution when speaking or acting.
- **Commitment:** commitment to the sport of taekwondo and respecting its core values (courtesy, integrity, perseverance, self-control, indomitable spirit).

Expected Conduct by Instructors

1. Treating all participants equally, without making a distinction in favor of or against a person based on their gender, race, country of origin, sporting potential, skin color, sexual orientation, religion, political stance, socio-economic situation, age or any other factor;
2. Treating all participants with respect at all times and restraining from intervening inappropriately in personal matters which are generally not considered relevant in regard to the functions of instructors;
3. Showing proof of indulgence and being sensitive to their needs, for example, by concentrating feedback on performance instead of on the individual;
4. Use of language demonstrating respect of the dignity of others;
5. Not conforming to, ignoring, contributing to or collaborating in any form of unfair discrimination;
6. Preventing or correcting any practices which are considered as unfair discrimination;



7. Respecting the expertise, experience and motives of other people engaged in the associative life of the humanitarian camp by taking into account their feedback and opinions;
8. Communicating and collaborating with members of the family by engaging them in appropriate decisions relevant to the training of the students;
9. Encouraging mutual respect between participants;
10. Training participants in a systematic and progressive way by distributing training hours along conveniently and by surveying any psychological and physical modifications;
11. Avoiding working in any inadequate contexts which may be risky and / or which can compromise the quality of training as well as the health and safety of participants;
12. Avoiding using any situations, methods or training or education techniques which can physically or emotionally hurt participants;
13. Ensuring that all activities are appropriate in regard to the age, experience, capacity and physical and psychological conditions of participants;
14. Assuring to be one hundred per cent present, as much physically as mentally, whilst carrying out their functions as instructors;
15. Showing proof of discretion whilst taking care of differences with other colleagues, meaning settling disputes in a constructive way and taking more serious matters to the relevant superior entities;
16. Speaking openly about conflicts of interest when they arise and try to solve them by respecting as much as possible the interests of the relevant persons;
17. Not exploiting relationships developed as instructors to fulfil personal, political or business interests;
18. Not giving out in public (through declarations, conversations, jokes, presentations, communications to the media) descriptions which may tarnish the image of other people implicated in the project or in the practice of taekwondo.
19. Distinguishing different conflict response modes, learning to listen, mediate and resolve conflicts.

Furthermore, instructors should:

- Recognize the particularity of working with refugees or displaced persons;
- Recognize the inherent power of their role;
- Be aware of their personal values and the way they influence their official functions;
- Know the limits of their discipline;
- Accept the responsibility of working with other instructors, trainers and collaborators.

The following person declares having read and approved this code of ethics on the _____ (date), in _____ (location).

Full Name: _____ Signature: _____