



D5.2

Moving ON

Code of Conduct

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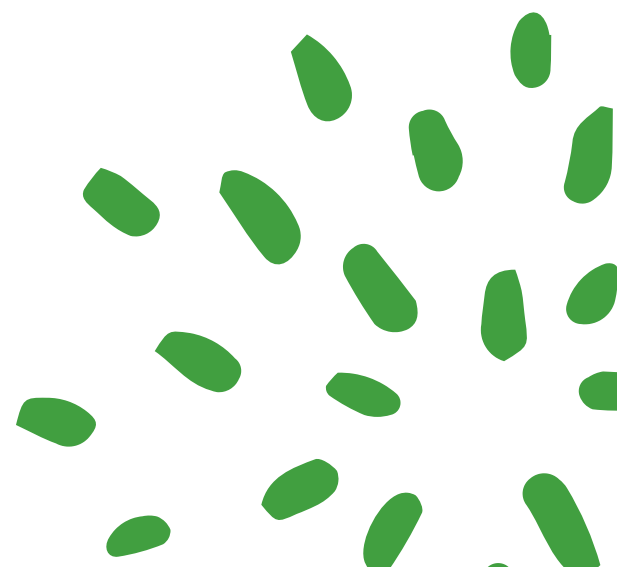
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Contributors

The Code of Conduct was developed in collaboration with the European Advisory Group, comprising of experts from across Europe and beyond. Their knowledge and expertise in human rights and social inclusion have been instrumental in the design and review of this document. The Moving On consortium wishes to recognise their contribution by acknowledging their work and naming them as contributors to the Code of Conduct:

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Introduction

The Code of Conduct promotes fair play, diversity and inclusion, providing Roma, Sinti and Travellers with the space to fully engage in sports throughout Europe. This Code can be implemented at various levels, including sports clubs, local community events, and national initiatives, ensuring its principles are integrated into day-to-day practices and long-term strategies.

By engaging sports bodies, local authorities and community organisations, the Code tackles systemic barriers and fosters a fair and equitable environment.



Context and Background

The '**Moving On**' project addresses antigypsyism, promotes equality by supporting initiatives and recreational activities that maintain equal opportunities in sport, and celebrate Roma Sinti and Traveller success stories, and address discrimination against women and young people in sport.

The baseline study titled "**Moving On: Access to Sport for Roma, Sinti, Travellers in Europe**" examines the structural barriers preventing Roma, Sinti, and Traveller communities from accessing sports and physical activities across four EU member states: the Czech Republic, Ireland, Italy, and Spain. It also discusses the role of sports as a tool for inclusion and anti-discrimination.

Key findings from the baseline study include:

- 80% of respondents reported experiencing antigypsyism in sports environments.
- 60% cited lack of access to sports facilities in their local areas.
- 70% of Roma, Sinti, and Traveller women feel unsafe participating in public sports spaces.
- Only 1 in 5 national sports policies include targeted measures for minority communities.
- Community-led initiatives have shown 60% higher sustained participation among Roma, Sinti, and Traveller youth.



Context and Background

Cultural Significance and Challenges of by Roma, Sinti, and Travellers (RST) particularly in social inclusion and discrimination

Roma, Sinti and Travellers have a rich and complex cultural heritage deeply connected to music, storytelling, craft, and communal practices. Despite this, they face widespread discrimination, often manifested as a special form of systemic racism targeting their identity. This leads to serious challenges in terms of social inclusion, such as the exclusion from education, employment, housing, sports, and public activities. The intersection of racism and marginalisation places Roma Sinti and Traveller communities among the most socially excluded groups in Europe.

In this sense, the findings from the Moving On baseline study include:

1. Antigypsyism as a Primary Barrier: The research establishes antigypsyism—that is, the structural racism against Roma Sinti and Traveller communities—as the main obstacle to their exclusion from playing sports. This systemic discrimination is reflected in several forms, including exclusion from sports facilities and sports activities.

2. Policy Gaps and Lack of Targeted Measures: National Policies do not consider the special needs of Roma Sinti and Traveller communities, particularly women and girls. Current sports policies tend to be "colour-blind" and prioritise the general population and overlook the unique needs of minority populations.



Context and Background

3. Spatial Segregation and Socioeconomic Disadvantages: Many Roma Sinti and Traveller people reside in deinstitutionalised and restricted neighbourhoods with no access to sports facilities and sports programs. Socioeconomic hardships further hinder their ability to participate in sports, as basic needs take precedence over recreational activities.

4. Gender Disparities: Roma Sinti and Traveller women and girls experience synergistic challenges because of their ethnic background and gender. Societal (cultural) norms, fears of violence, and inadequate targeted outreach contribute to their low participation rates in sports.

5. Effective Community-Led Initiatives: Programs that comprised Roma Sinti and Traveller communities in the planning and delivery of sport activities have demonstrated higher levels of sustained participation. Community ownership builds trust and guarantees that initiatives are culturally sensitive and appropriate.

Sports are recognised in EU policies as a tool for social integration, promoting health, education, and social cohesion. It has the unique ability to bridge divides and build trust across diverse communities. The integration of Roma Sinti and Travellers in sport is still inadequate, and if and where it exists, it does not cater for its particular needs, leaving them underserved and excluded from its benefits.



Context and Background

Need for a Code of Conduct

The Code of Conduct is a key element in addressing the systemic disadvantages experienced by communities of Roma Sinti and Traveller people in sport and aims to:

- Promote fair play and respect by creating sporting environments where difference, inclusion, and equity are respected.
- Ensure Equal Opportunities by creating accessible pathways for Roma, Sinti, and Traveller communities to participate at all levels of sports.
- Combating Antigypsyism through the implementation of strict anti-discrimination rules to eliminate prejudice and foster safe and inclusive environments.
- Empower Marginalised groups: encouraging the active involvement of Roma Sinti and Traveller women, girls, and youth through targeted programs.



Core principles

1. Anti-Discrimination

Ensure zero tolerance for antigypsyism and all forms of discrimination, explicitly condemning prejudice based on ethnicity, culture, gender, or socioeconomic status. Implement strict anti-discrimination policies to address systemic inequalities and ensure that sports environments are safe and welcoming for Roma Sinti and Traveller communities.

2. Equity

Promote equitable opportunities to sports by addressing systemic barriers that disproportionately impact Roma, Sinti, and Traveller communities. Special attention should be given to vulnerable groups within these communities, such as women, LGBTIQ+ individuals, and people with disabilities, who often face multiple or intersectional forms of discrimination.

Proactively develop inclusive programs, policies, and pathways that account for historical and structural inequalities, ensuring everyone has the resources and support needed to thrive and progress at all levels of sport.

3. Inclusion and Participation

Promote integration and participation by making sports premises, associations, courses, and events physically, culturally, and financially—preferably free of charge—accessible to Roma Sinti and Traveller people while actively engaging them in the planning, execution, and assessment



Core principles

To foster a welcoming environment, event organisers are encouraged to prominently feature inclusive slogans, such as "*Roma Sinti Travellers Welcome*," in promotional materials, event documents, and at venues, highlighting their commitment to diversity, equity, and inclusion.

4. Cultural Sensitivity and Awareness

Promote cultural sensitivity and awareness by acknowledging and celebrating the rich heritage of the Roma Sinti and Traveller community as a benefit to the sports community and by training staff, coaches, and athletes in cultural sensitivity and anti-racism to promote understanding and respect.

5. Focus on Gender Equality

Promote gender equality through the implementation of targeted projects and campaigns aimed at encouraging the enrolment of Roma Sinti and Traveller women and girls, tackling cultural and safety challenges, while embedding gender equality into all sports initiatives and governance.

6. Engagement of Children and Youth

Promote inclusive development by providing programs that engage Roma, Sinti, and Traveller children and youth. Tailor initiatives to address the specific needs of young boys and girls, fostering pathways for leadership, talent identification, and personal growth. Ensure all participants, regardless of age or gender, can thrive in safe, discrimination-free environments, building confidence and encouraging active participation in sports and community activities.



Core principles

7. Accountability and Governance

Maintain accountability and transparency by creating clear policies and procedures on how to respond to incidents of discrimination or exclusion, implementing reporting systems, and ongoing monitoring and evaluation of inclusion strategies with publicly shared progress reports.

8. Collaboration and Partnerships

Promote collaboration and partnership amongst Roma Sinti and Traveller groups, local authorities, NGOs, and community organisations to further broaden outreach and impact, emphasising that inclusion is a shared responsibility requiring the commitment of all stakeholders in sports.

9. Advocacy and Awareness

To raise awareness and positive representation through highlighting examples of success stories of Roma Sinti and Traveller athletes and community members to motivate participation and challenge stereotypical perceptions, using sports as a platform to educate society regarding Roma Sinti and Traveller issues and promote social inclusivity.

10. Sustainability and Long-Term Commitment

Promote sustainability and long-term commitment by incorporating inclusion in the structures and core policies of sports organisations, and provide funding and resources to design, implement, and sustain inclusive programs over the long term.



Controls and Measures to Support Core Principles

These principles serve as the foundation for the operational guidelines and are further reflected in the processes for reporting and addressing violations, ensuring accountability and fair resolution of issues. They inform the roles and responsibilities of all stakeholders, emphasising the importance of leadership, active participation, and collaboration in fostering an inclusive sports environment. The principles also underpin the commitment to continuous improvement, guiding regular reviews, updates, and the incorporation of feedback to maintain the Code's relevance and effectiveness. Finally, they are reinforced through clear acknowledgment and explicit commitments from all participants, ensuring alignment with the values and objectives of the Code.

Operational Guidelines

Exclusionary Practices

Prohibit actions or decisions that unfairly exclude individuals or groups, particularly Roma, Sinti, and Traveller communities, from fully participating in sports activities. Support inclusive decision-making processes that genuinely seek and respond to the needs and priorities of Roma Sinti and Traveller groups.

Misrepresentation

Disallow dishonesty, misinformation, or anything that can undermine the integrity of the project or project participants with regards to the portrayal of Roma Sinti and Traveller issues. Encourage transparency, truthfulness, and honesty in all communication and representations at activities.



Controls and Measures to Support Core Principles

Reporting Mechanisms

Define and make reasonably clear steps for reporting Code violations, including confidentiality protection and quiet whistleblowing protection. Reporting mechanisms have to be culturally appropriate and easily comprehensible for Roma Sinti and Traveller communities.

Reporting and Addressing Violations

Investigation Procedures

Develop a fair and unbiased procedure for the investigation of alleged violations, with clearly defined roles and responsibilities. Confidentiality and fairness must be upheld throughout the process to protect the interests of all parties and ensure the integrity of the investigation. All actions, decisions, and communications within the investigation must be carefully managed and accurately documented to maintain transparency and accountability.

Consequences of Violation

Outline the spectrum of consequences for violations of the Code, from warnings up to dismissal from the project depending on the nature of the transgression. Ensure that all consequences are applied consistently and fairly, with particular attention to minimising any adverse impact on Roma, Sinti, and Traveller communities.



Controls and Measures to Support Core Principles

Roles and Responsibilities

Each organisation, within the framework of its governance structures, holds the responsibility to define and disseminate roles essential for the effective implementation of this Code at all organisational levels.

Below are some recommendations:

Board members

The role of the Board members is to provide effective leadership and strategic direction for the organisations/ sport institutions. The Board should ensure that the Code of Conduct is implemented in the organisation according to the guidelines and that the staff enable them to take consistent, proportionate, and fair decisions while implementing it.

Project Coordinators and Leaders

Project coordinators and directors have the duty to implement the Code, to help members, and to be an exemplar to everyone by advocating for inclusion and fair play. They should participate actively in the work of the Roma, Sinti, and Travellers communities in order to be assured of their needs and concerns being incorporated into the project.

Participants

Participants are required to abide by the Code, to provide positive contributions to the world of sports, and to declare any issues or breaches. They are further prompted to participate actively in supporting the membership of Roma Sinti and Traveller communities and resisting discriminatory behaviour.



Controls and Measures to Support Core Principles

Partners and Stakeholders

Partners and stakeholders shall follow and endorse the principles of the Code in all their actions and dealings. Working with the Roma Sinti and Traveller community organisations is actively promoted to improve outreach and inclusivity activities.

Examples of collaboration in practice:

- Sports clubs can partner with local Roma and Traveller organisations to organise inclusive sports days, mentoring schemes, and talent identification programs.
- Local Authorities can provide funding or access to community sports facilities for Roma, Sinti, and Traveller youth programs.
- NGOs can deliver cultural sensitivity training to coaches, referees, and administrators to promote understanding and respect.
- National Sports Bodies can ensure the inclusion of targeted measures for Roma, Sinti, and Traveller communities in their diversity and inclusion strategies.



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Controls and Measures to Support Core Principles

Commitment to Continuous Improvement

Review and Updates

The Code will be continually reviewed to maintain its accuracy, effectiveness, and relevance in relation to the changing needs of the Roma, Sinti, and Traveller working group and the sports sector in general. Consultation with Roma Sinti and Traveller communities during the review

process is planned to involve the communities in an integrated manner so that their views and needs can be addressed.

Feedback Mechanisms

Continuous anonymous feedback will be encouraged from all participants, especially from the Roma Sinti and Traveller communities, to identify areas for improvement in the Code and its implementation. Clear and accessible avenues will be provided for submitting feedback and suggestions, which will be carefully considered in future revisions to ensure the Code's ongoing effectiveness.



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Controls and Measures to Support Core Principles

Acknowledgment

Agreement

Every participant needs to explicitly commit to be bound by the Code of Conduct and to have read, understood, and accepted its principles. This process of recognition should be available and easy enough for everyone, especially those belonging to the Roma, Sinti, and Traveller communities.

Signature

Participants will make a commitment to the Code by signing it. The process of signing will be implemented with emphasis on inclusivity and respect for all cultural practices, that is, every participant can engage meaningfully and confidently.



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