



AL ZANBAQ FOOTBALL CLUB

Code Of Conduct

Dubai (UAE), September 2024

www.alzanbaqfc.com

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As an employee of Al Zanbaq FC, you have a special responsibility to safeguard the welfare of the children and vulnerable individuals participating in our activities. It is your duty to observe the following principles:

- **Prioritize the safety and welfare of all participants.**
Ensure that your planning, preparation, and execution always reflect this responsibility, and that all actions are in the best interests of those in your care.
- **Treat all participants with respect**
regardless of gender, ethnic or social background, language, religious beliefs, disability, or any other characteristics. Encourage participants to treat others with the same respect. Always consider the age, maturity, understanding, and emotional state of those you work with.
- **Listen attentively to children and vulnerable individuals**
when they express their needs, wishes, ideas, and concerns, and take them seriously.
- **Reward effort as much as performance**
by promoting development and progress rather than focusing solely on success.
- **Use physical contact only when absolutely necessary**
(e.g., for training purposes or first aid). If physical contact is required, explain the reason to the child and adjust your approach if the child appears uncomfortable. Always ensure that the contact is conducted openly and transparently.
- **Set clear codes of conduct**
and apply disciplinary measures fairly and evenly. Physical punishment or the use of force against participants is strictly prohibited.
- **Always use appropriate language and behavior.**
Avoid language or actions that may be perceived as harassment, abuse, or demeaning. You are a role model for participants and your colleagues, and your behavior, attitude, and language have a direct impact on your role.
- **Alcohol, illegal drugs, or illicit substances have no place**
at Al Zanbaq FC. Employees must never be under the influence of alcohol or other substances while performing any activity for Al Zanbaq FC. If we become aware that an employee is using illegal drugs or medication – even outside Al Zanbaq FC activities – this will result in immediate



dismissal. Additionally, smoking is strictly prohibited during any activities performed for Al Zanbaq FC.

- **Avoid favoritism**
or giving one child more attention than others.
- **Ensure that more than one employee is present,**
whenever possible, when working near children or vulnerable individuals. It is inappropriate to spend excessive time alone with these individuals or to take them to your home.
- **Always maintain professional boundaries and principles,**
both in direct contact and online. Avoid physical “horseplay” with participants and be cautious during informal conversations, as they may be easily misunderstood. Be aware of the dangers of online interactions.
- **Do not engage in any form of sexual activity**
with children or vulnerable individuals under your supervision or with whom you come into professional contact.
- **Private meetings with members,** or meetings held on behalf of the club (e.g., for individual training sessions) are strictly prohibited without prior approval from the club management and the parents. Al Zanbaq FC staff will never offer private meetings, such as for video analysis or similar “services.”
- **Report any concerns**
you have regarding a child or vulnerable individual in your care, or the actions of a fellow employee. If you become aware of, or witness, any incident that may put a vulnerable person at risk or that breaches this code, you are required to report it to the club management, and only share the information with those who need to know.

It is the responsibility of every employee at Al Zanbaq FC to adhere to this Code of Conduct. A breach of the code may result in disciplinary action and, in some cases, legal consequences.