



KIZLAR SAHADA ETHICS CODE

The purpose of the Kızlar Sahada Ethics Code ("Ethics Code") is to create a safe environment for training and experiences for participants.

As Kızlar Sahada;

1. Our priority is the wellbeing of those who are participating in Kızlar Sahada programs.
2. We respect human rights and conduct rights-based activities.
3. We respect nature, the environment and the rights of other living beings.
4. Regardless of age, culture, language, race, social status, religious beliefs, sexual identity and sexual orientation, we provide all participants the right to receive education and services in a safe environment protected from abuse.
5. All children* participating in Kızlar Sahada programs will receive education in a safe, equitable and enjoyable environment that is protected from all forms of abuse.
6. Our trainers and volunteers working with children are people who have received child protection training.

ETHICS CODE FOR TRAINERS, VOLUNTEERS AND MANAGEMENT TEAM

All of our trainers , volunteers and members of the management team who operate within the scope of Kızlar Sahada programs;

1. Treat everyone with respect and avoid any communication, action or behavior that may be perceived as aggression.
2. Avoid physical contact with participants unless emergency situations (such as injury) require it. In communication initiated by the participant, aforementioned individuals such as volunteers can respond using the "mirroring" method.
3. Avoid any verbal, physical or emotional intimacy with participants that may be perceived as sexual.
4. Avoid any negative opinions, jokes and expressions related to the gender or sexual orientation of the participant.
5. Never compel a participant to train or be active when the participant is injured or sick.
6. Under no circumstances use physical violence toward participants.
7. Avoid training that is excessive in regard to the physical capacity, age, interest and needs of the participants, and types and intensity of training that are not in line with scientific principles.
8. Give participants sufficient time to rest.
9. Under no circumstances punish any participant.
10. Under no circumstances mock or blame participants for poor performance.
11. Under no circumstances threaten participants with not including them in the team.
12. Spend equal time with all participants.
13. Deal equally with all participants, not only those who are performing well.
14. Under no circumstances comment or joke about the size or weight of participants.
15. Regardless of the outcome, encourage participants in their efforts.
16. Never ask demanding questions about the private life of the participants.
17. Avoid communicating with participants via social media, cell phone, etc. outside the designated time frame of the events. When it comes to child participants, the family is always the preferred channel of communication.

*Child: In accordance with Article 6/1-c of No. 5237 of the Turkish Criminal Code (TCK) and Article 1 of the U.N. Declaration of the Rights of the Child, a person under the age of 18 is a child.