



CODE OF CONDUCT FOR VOLUNTEERS

OUR MISSION: Every volunteer helps create
a safe, inclusive, and respectful environment
for children and all members of the football community



Safety



Respect



Integrity and
Professionalism



Accountability



Right to be
Heard

✓ VOLUNTEER MUST

- ✓ Follow the Safeguarding Policy and KFF Code of Conduct KFF Safeguarding
- ✓ Treat all event participants with respect regardless of age, gender, or nationality
- ✓ Promote a safe, friendly, and inclusive atmosphere
- ✓ Follow coordinator instructions and fulfill duties
- ✓ Immediately report cases of violence, bullying, discrimination, or safety threats
- ✓ Maintain confidentiality of received information
- ✓ Model respectful behavior by personal example
- ✓ Complete Safeguarding briefing before starting workSafeguarding

✗ VOLUNTEER MUST NOT

- ✗ Use physical, psychological, or emotional abuse
- ✗ Humiliate, mock, or intimidate participants
- ✗ Use discriminatory language or behavior
- ✗ Be alone with a child without objective necessity
- ✗ Post photos or personal data of children without permission
- ✗ Engage in inappropriate relationships with participants
- ✗ Ignore reports from children or witnesses of possible abuse
- ✗ Perform duties while under the influence of alcohol or drugs

IF A CHILD APPROACHES YOU

1

Stay
calm

2

Listen
carefully to the child

3

Do not blame
or promise to keep it
secret

4

Thank the child
for their trust

5

Immediately notify
the coordinator or
Safeguarding Officer

6

Do not investigate — act
according to KFF
procedures

WHAT TO DO IF...

? You see a child is lost

- Stay nearby → notify coordinator → do not leave the child alone

? You witnessed bullying

- Stop the situation → notify coordinator or Safeguarding Officer

? A parent or adult is behaving aggressively

- Do not engage in conflict → invite a responsible KFF staff member

? You noticed suspicious behavior of an adult toward a child

- Immediately notify Safeguarding Officer KFF