**1. INTERNAL (Within Our Club)**

* **Help and Listening:** If you need help or want to share something, we're here for you.
* **Following Rules:** We all follow the shared agreement. If not, we'll need to talk about it with the club's wellness persons.
* **Handling Conflicts:** We know disagreements happen. We'll try to solve them peacefully, using our shared agreement as a guide.
* **Choosing Mediators:** Every year, we pick mediators. If you have a problem with someone in the club, talk to them.
* **Solving Serious Conflicts:** If two people can't fix a problem themselves, mediators will help find a solution. If you ever feel unsafe, tell the mediators right away.
* **Accessibility:** We want everyone to feel welcome and have easy access, including people from different backgrounds and those with children.
* **Rehabilitative Justice:** We focus on fixing problems, not punishment.
* **Serious Issues:** Sometimes, for everyone's safety, we might have to ask someone to leave the club.
* **Fighting Discrimination&Racism:** We learn together how to be more understanding and fight discrimination, racism & ableism.
* **Everyone Contributes:** We are a self-organised group. Feel welcome to help plan, support, or start new things in the club.
* **Club Membership:** Being an official club member helps us keep the club going, with a place to train,host tournaments, and provide equipment.

**2. EXTERNAL (With Other Clubs and People)**

* **Speaking for the Club:** Individual members can't make official statements for the club.
* **Guests Following Rules:** Our friends and guests should also follow our shared agreement.
* **Building Relationships:** We aim to make lasting, trustworthy friendships with others.
* **Contacting Us:** Use our email example@bikepoloclub.de to get in touch.

**3. ROOKIES (New Members)**

* **Welcome to Newcomers:** We're happy to have new people join us.
* **Buddy System:** New members get a buddy to help them learn about the club, the sport, and everything else.
* **Equipment Loans:** New members need to sign a contract to borrow bikes.
* **Rookie Bike Contact:** Talk to \_\_\_\_\_ if you need a bike.
* **Learning the Rules:** Check out the Bike Polo rules at <https://eurobikepolo.com/ehba/rules>.

### 4. SHARED AGREEMENT We agree to respect and follow these points:

* **Show Respect:** Treat all players, spectators, and property with respect. Support your teammates and opponents in respecting the opinions of both sides.
* **No Violence:** There is no place for any act of violence on or off the court.
* **Don't Intimidate:** Do not try to intimidate or attack another player or spectator.
* **Follow the Rules:** Read the rules and play in a safe and respectful way.
* **Make Space:** Be aware of the space you occupy and make room for those around you.
* **Don't Offend:** Don't act in a way that offends, insults, humiliates, or discriminates against anyone based on gender identity, race, religion, colour, descent, sexual preference, or ethnic origin.
* **Respect Experiences:** Respect how someone describes their experiences with marginalisation or discrimination, and don't excuse, explain away, or defend the intentions of the dominant group.
* **Use Welcoming Language:** Use language that welcomes everyone (e.g., a person's pronouns) and prefer gender-neutral collective nouns ("folks" or "y'all," not "guys").
* **Ask for Consent:** Ask for consent before offering help or feedback, and accept critique graciously.
* **Practice Self and Community Care:** Pay attention to your body's needs and, as active bystanders, to the welfare of those around you.
* **Ask If Confused:** If there are terms in this document you find confusing or don't understand, please reach out.