



COACHES' REGULATIONS

Article 1 - Purpose

These regulations define the operational framework, principles and responsibilities of the coaches who work with the Sports Organisation for Persons with Disabilities “AETOI THESSALONIKIS”. Their purpose is to ensure a safe, supportive and high-quality sporting environment for all athletes, while promoting the values of sport, equality and inclusion. The regulations also support effective cooperation among the coaching staff, athletes, their families and the organisation’s management.

Article 2 - Role of Coaches

Coaches are key members of the organisation’s sporting community and make an essential contribution to both the athletic and personal development of athletes. Their role is not limited to the training process, but also includes educational support, encouragement of participation and the promotion of positive values such as respect, cooperation and fair play. Coaching staff must act as role models and foster a climate of acceptance and trust.

Article 3 - Requirements for Cooperation

Coaches working with the organisation must have the necessary academic training and professional competence to perform their duties. Knowledge and experience in sport for persons with disabilities, as well as an understanding of athletes’ different needs, are also required. Coaching staff must accept and comply with the organisation’s policies and regulations, hold all licences and certifications required under the applicable legislation, and be registered in the Registry of the General Secretariat of Sports.

Article 4 - Responsibilities of Coaches

Coaches are responsible for planning and implementing the training process, taking into account each athlete’s abilities, needs and safety. Training must be organised in a way that encourages participation, improvement and personal development within a positive and supportive environment based on respect, safety and trust.

Coaching staff must apply an individualised approach and adapt the methodology, exercises and means of support to different needs that may be related to disability or other individual characteristics, in order to ensure the active, equal and safe participation of everyone.

Coaching staff must take all necessary measures to protect every athlete. Where minors or vulnerable persons participate, additional specialised safeguarding measures must be applied in accordance with the organisation's policies and the applicable legislation.

Article 5 - Conduct and Ethics

Coaches must demonstrate professionalism, responsibility and respect towards athletes, colleagues and all members of the organisation. Any form of offensive, violent, harassing or discriminatory behaviour is incompatible with the organisation's principles and will not be accepted. The relationship between coaching staff and athletes must be based on trust, respect and ethical integrity.

Communication must be conducted in a professional and transparent manner. Coaching staff must maintain clear professional boundaries and avoid any behaviour that could be misunderstood or place any athlete's safety or well-being at risk. A coach must not remain alone with an athlete in an enclosed space without another adult being present or without the possibility of being seen by others.

Article 6 - Athlete Safety and Safeguarding

The safety and well-being of athletes are a fundamental priority of the organisation. Coaching staff must ensure that training sessions take place under safe conditions and that equipment and facilities are used appropriately. In the event of an injury or potential danger, the prescribed procedures must be followed and the organisation's management must be informed immediately.

Coaches must also participate in the organisation's first-aid training and hold a valid first-aid certificate.

Coaching staff must comply with the organisation's child and vulnerable-person safeguarding policies and contribute to creating an environment in which all athletes feel safe and protected.

If a coach becomes aware of any incident, indication or behaviour that may place an athlete's safety or well-being at risk, they must report it immediately to the responsible persons within the organisation, following the prescribed procedures.

Article 7 - Cooperation with the Organisation and Families

The effective operation of the training process is based on cooperation among the coaching staff, management, athletes and their families. Coaches must maintain open, honest and professional communication with parents, guardians or support persons whenever this is required to support an athlete.

This cooperation aims to promote a better understanding of athletes' needs and to create an environment that supports their athletic and personal development.

In the case of athletes who are minors, communication and cooperation with parents or guardians must be conducted transparently and respectfully and in accordance with the organisation's child safeguarding procedures. For athletes who require additional support, cooperation must be adapted to their needs, with respect for their autonomy, dignity and rights.

Article 8 - Final Provisions

These regulations were approved by the organisation's Board of Directors (Item 6, Board Meeting 82, 12 January 2026) and constitute the basic operational framework for all coaches working with the organisation. They may be revised or updated whenever necessary, with the aim of continuously improving the organisation's operations and protecting all athletes.