

Declaration of Responsibility and Acceptance of the Protocol by the Club Natació Montjuïc

1. CLUB NATACIÓ MONTJUÏC expresses its zero tolerance policy to any conduct constituting sexual harassment or harassment on the grounds of sex across its entire organisation.
2. CLUB NATACIÓ MONTJUÏC adopts the *Protocol for the prevention, detection and action against sexual harassment and harassment on the grounds of sex* and undertakes to respect and adopt it for all of its activities. The Protocol can be accessed by all those who it applies to and can be requested online by writing to the company's email address or in person at the reception of the CLUB NATACIÓ MONTJUÏC facilities.
3. CLUB NATACIÓ MONTJUÏC undertakes to inform any person who has any kind of relationship with the club, whether internal or external, work-related, or of any other kind, that this protocol is in place. Likewise, CLUB NATACIÓ MONTJUÏC undertakes to raise awareness around this protocol among companies used to transport staff and other companies who provide staff for the Club, informing of the need to strictly comply with it. Furthermore, if an alleged harasser comes from an entity that does not fall under the management scope of the company, meaning that CLUB NATACIÓ MONTJUÏC cannot apply the protocol in its entirety, it will contact the corresponding company to solve the problem and sanction the person responsible where appropriate, warning them that, if they fail to comply with the Protocol, the commercial relationship between the two companies may be terminated.

In line with point III, CLUB NATACIÓ MONTJUÏC:

* Provides the necessary information to workers, users and users' families.
* Collects the individual acceptance documents from all staff and users (adults or representatives of minors), in person or online.
* Updates the contact details of the point of contact for matters relating to abuse or sexual violence.

1. By committing itself to the measures in the protocol, CLUB NATACIÓ MONJUIC declares and publicises its express desire to adopt a proactive attitude both in the prevention of harassment - by raising awareness and providing information on behaviour that is not tolerated by the company - and in raising awareness of good practices and implementing any and all measures necessary to manage and resolve any complaints and reports as appropriate in each case.

In Barcelona, November 2023.