



## **Codes of Conduct**

Ashford Tri Club is committed to safeguarding and promotion the wellbeing of all its members. As a member of Ashford Tri Club you are expected to abide by the following codes that apply to you.

### **Club Member - Code of Conduct**

Members should;

1. Not to bring the club into disrepute.
2. Be aware of the club's policy documents and implement whenever possible.
3. Recognise and appreciate the efforts made by coaches, volunteers, officials and administrators in providing the opportunity to participate and enjoy the triathlon/ multi-sport environment.
4. Be on time for and attentive at all training and coaching sessions.
5. Abide by the BTF rules and accept, without question, decisions made by officials.
6. Recognise good performance by all participants including that of your opponents.
7. When swimming, abide by the rules of the swimming pool, and in open water situations, must make themselves aware of all dangers relating to the chosen location.
8. When cycling, abide by the Highway Code and be courteous to other road users.
9. When running, have regard for pedestrians (and other users) on; footpaths, bridle ways, pavements and farming land.

### **Competitor/Spectator - Code of Conduct**

1. All entrants must compete within the rules of the sport and respect officials and their decisions.
2. Acknowledge good individual and team performance from all participants (irrespective of who they represent) and acknowledge effort rather than 'to win at all costs'.
3. Verbally encourage all participants only in a positive manner, shouting 'for' not 'at' participants.
4. Never verbally abuse participants, coaches, officials or fellow spectators: such behaviour can create a negative environment for participants and their behaviour will often reflect this. Act as positive role model.

## **Coach / Official / Event Organiser / Volunteer - Code of Conduct**

1. Recognise the importance of fun and enjoyment. Encourage people to participate and emphasise the spirit of the sport.
2. Be aware of the club's policy documents and implement whenever possible.
3. Recognise that the safety of participants is paramount, ensuring good supervision of participants/competitors wherever possible.
4. When conducting your duties, be a positive role model. Be consistent, objective, and provide positive verbal feedback in a constructive and encouraging manner.
5. Ensure that your knowledge and coaching strategies / competition rules are up to date and in line with British Triathlon Federation.
  
6. Abide by the BTF rules and accept, without question, decisions made by officials even if they appear to make a mistake.

### **Disciplinary Procedure when Codes are contravened**

A Coach/Official should address any misconduct at the time, and should it be deemed necessary has the right to remove any individual from the activity.

When codes are contravened the matter should be reported via any member of the Club Committee or Coach. This will then be forwarded in writing to the Chairperson who will arrange a meeting(s) to discuss within 14 days of the incident. If the incident is about the Chairperson the Welfare Officer will arrange the meeting(s).

A panel will be formed of at least 3 people containing both genders and 1 club officer.

A decision will be made by majority rule as to the severity of the behaviour and action will be taken at one of the following stages as appropriate;

Stage 1: A verbal warning.

Stage 2: A written warning and advice regarding future conduct.

Stage 3: Final written warning and if appropriate a short-term ban.

Stage 4: Notice given to leave the club and withdrawal of club membership.

Right of appeal - must be submitted in writing within 14 days of receipt of any decision in writing. If applicable an individual will be asked for a written apology to any injured party.