

# **WATERFORD TRIATHLON CLUB CODE OF CONDUCT**

## **1. Purpose**

This code of conduct establishes the acceptable behavioral standards for Triathlon Club members and clearly defines improper conduct to maintain a considerate, inclusive, and safe environment for all club-related activities. It outlines procedures for addressing violations of the code. All members must read, understand, and agree to the Club Constitution and this code of conduct. Members are also expected to abide by the rules laid down by the sports' governing body, Triathlon Ireland (TI). Members must be paid up members of TI, to ensure they receive the personal insurance cover which TI membership confers. The Club does not provide any insurance cover to members and will not accept any member who is not a TI member.

## **2. Scope**

This policy applies to all members, including athletes, coaches, volunteers, and guests, during club activities, training sessions, competitions, meetings, and any related in-person or online interactions.

## **3. Definitions of Improper Conduct**

Improper conduct is any behaviour that compromises the safety, harmony, or professionalism of the club. Examples include, but are not limited to:

### **A. Unsportsmanlike Conduct**

- Verbal or physical abuse directed at teammates, competitors, or officials;
- Cheating, dishonesty, or intentional violation of race rules;
- Acts that sabotage or interfere with another member's race or training.

### **B. Unwanted Contact**

- Physical contact with other members without consent, including touching during training sessions or events that is not necessary for safety or instruction.

### **C. Inappropriate or Unsolicited Communication**

- Sending unwanted or unsolicited private messages to other members, particularly if such communication is personal, intrusive, or harassing;
- Putting messages into club communications channels that could be considered inappropriate or offensive.

## **D. Disrespect and Harassment**

- Engaging in offensive or discriminatory behavior, including harassment. This may include engaging in any unwelcome visual, verbal, or physical conduct.
- Use of inappropriate language, gestures, or slurs.
- Bullying or intimidation, whether in-person or online.

## **E. Dishonest Practices**

- Falsifying records, event results, or club documentation.
- Misrepresenting achievements or personal times.
- Fraudulent behavior that compromises the integrity or financial health of the club.

## **F. Safety Violations**

- Disregarding safety protocols as outlined by coaches or event officials.
- Engaging in reckless or negligent behaviour that puts oneself or others at risk during training or competition.
- The use of banned substances or performance-enhancing drugs.

## **4. General Behavioural Expectations**

All members shall:

- Show respect, courtesy, and kindness to all individuals. Promote an atmosphere of support and inclusivity. Encourage and commend fellow members in their training, competition and participation.
- Avoid unnecessary physical contact and unsolicited personal communication with other members.
- Communicate respectfully and treat club members, coaches, competitors, race officials, volunteers, and spectators with respect and courtesy and avoid confrontational or aggressive exchanges.
- Report any grievances or complaints to the appropriate member of the Committee.
- Take appropriate intervening action if harassment by others is observed.
- Abide by safety guidelines and event-specific rules.

## **5. Sport Specific Behavioural Expectations**

All members shall:

- Wear the appropriate club gear to all triathlon associated events when possible.
- Only train within their abilities and levels of fitness, taking care to warm-up adequately prior to participation and cool-down when finished.

- Ensure good time management, so as not to delay the starting times of sessions they attend.
- Report any medical conditions, injuries or incidents whether at training or during events to the club marshal allocated to that session or event.
- Be responsible for their own safety and the safety of others.
- Consistently display high personal standards and project a favourable image of the sport of triathlon and of Waterford Triathlon Club.
- In a situation where they violate competition rules knowingly, report the violation to a race official, and if necessary, retire promptly from the competition.
- Inform race officials after withdrawing from a race for any reason.
- Practice good sportsmanship and engage in ethical behaviour at all times.

## **Swim**

All members shall:

- Observe and respect the pace and workout routines of other swimmers in their lane, avoiding actions that are likely to interfere with those routines, and maintaining good lane discipline.
- Be aware of other pool users who may be in distress, or whose actions may cause risk to the member, and attract the attention of a Club coach or pool lifeguard in such circumstances.
- Ensure adequate hydration during swim sessions by bringing a drinks bottle to the poolside.
- Be aware that the surfaces in the facilities are likely to be wet and slippery and therefore take care.
- Only dive in those areas that are designated safe to dive in.
- Respect other swimmers' personal space.

On open water swims, members shall:

- Wear a wetsuit and brightly coloured swim cap.
- Use a buddy system and swim in pairs based upon speed and ability.
- Swim parallel to the bank/shore unless adequate safety cover exists for areas beyond that.
- Roll on to their back and raise their arm to attract the attention of the safety cover if experiencing any difficulty.
- Provide the session leader with their emergency contact details and information on any medical issues and sign in prior to taking part in any club organised sessions.
- Not enter water space used by other water sports users unless prior communication for the sole use of a designated space over an allocated time period has been arranged.
- Shower after swimming, washing open wounds and ears, etc. to reduce the risk of infection.

## **Bike**

All members shall:

- Wear a correctly fitted and fastened cycling helmet.
- Always respect the rules of the road.
- Ensure that their bike is in good roadworthy condition.
- Carry some cash, mobile phone, spare inner tubes and a mini-pump on all Club rides;
- Ensure adequate hydration and nourishment on long rides by carrying drinks bottles and energy bars/ gels.
- Dress appropriately for the weather conditions;
- Wear reflective clothing and carry bike lights during evening and night sessions.
- Slow down, give way or stop in the interests of courtesy, safety or obligation.
- Avoid confrontation with other road users and pedestrians.
- Act responsibly to promote the good image of cyclists.

On group rides, members shall:

- Keep to the left wherever possible.
- Ride two abreast where the conditions allow and go single file on busy roads.
- Maintain an orderly riding pattern at all times.
- Learn and use common cycling calls to warn other riders in the group of pot-holes, glass, parked cars and other hazards which may require the following riders to alter course.
- Not use tri-bars within the pack;
- Where possible, appoint a group leader and sweeper from the Club Coaches or more experienced riders to ensure the group stays together and slower riders are not dropped.
- Take the phone number of the group leader or sweeper so that the member can alert them in case they get dropped, run into difficulties, or do not wish to continue on the ride.
- Pay attention to the route taken on group rides, so that they can retrace their steps should they drop out of the ride for any reason.
- Respect the rules of any club / group / entity that we partner with for cycle sessions.

## **Run**

All members shall:

- Wear reflective clothing during evening and night sessions.
- Carry extra warm/dry clothing to put on following a session, when appropriate.
- Respect the rules of any club / group / entity that we partner with for running sessions.
- Respect the rules of the road.

## **6. Reporting and Addressing Improper Conduct**

Incidents of improper conduct should be reported to a committee officer. All reports will be treated confidentially, and retaliation against individuals who report misconduct is prohibited. An investigation of the incident will be conducted by a convened sub-committee (this committee will be composed of different members to those on the appeals committee).

Depending on the nature of the issue, the matter may be addressed in the first instance on an informal basis.

## **7. Disciplinary Actions**

Consequences for improper conduct may include:

- Verbal or written warnings.
- Temporary suspension from club activities.
- Permanent expulsion from the club, based on the severity of the violation.
- Referral to relevant authorities for serious offenses.

## **8. Appeals Process**

Members have the right to appeal disciplinary actions by submitting a written request to the club's committee within 14 days of receiving notification. An appeals committee will review the appeal and provide a final decision within 30 days.

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**Review Date: 15/11/2024**