



CODE OF CONDUCT FOR COACHES AND ACTIVATORS

The code of conduct defines what is considered good and appropriate behaviour of all triathlon coaches and activators by British Triathlon. It reflects the values held by the coaching profession and outlines the expected conduct of coaches and activators while they perform their duties. It can also be used as a benchmark to assess whether certain behaviours are acceptable or not acceptable. As a qualified triathlon coach or activator, you are expected to adhere to this code of conduct at all times.

1. Respect for Participants: The principle of respect for athletes, challenges coaches and activators to act in a manner respectful of the dignity of those involved in triathlon. This principle is based on the assumption that each person has value and is worthy of respect and should experience no bullying or harassment. Acting with respect for participants means that coaches and activators do not make some participants feel more or less worthy than others, on the basis of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status, marital status, age or any form of disability.

2. Integrity in Relationships: Developing professional relationships with participants is a central role of being an effective coach or activator. However, it must be recognised that behaving with integrity is crucial and we will expect all coaches and activators to be honest, sincere and honourable in their relationships with participants and others.

Our coaches and activators must:

- Promote the welfare and best interests of all participants
- Maintain a high degree of self-awareness and the ability to reflect critically how your values and opinion influence others
- Empower participants to be responsible for their own decisions
- Clarify the nature of the coaching being offered in advance
- Communicate and cooperate openly with participants and other triathlon organisations in the best interests of the sport.

Our coaches and activators must not:

- Engage in any behaviour that constitutes abuse or harassment (i.e. physical, sexual, emotional, neglect, bullying)
- Engage in sexual intimacy with participants with whom they have a coaching relationship.

3. Personal Standards: triathlon coaches and activators must demonstrate proper personal behaviour and conduct at all times.

Our coaches and activators must:

- Be fair, honest and considerate to all participants and others in the sport (e.g. Officials, club members, race organisers, etc.)
- Make a personal commitment to provide quality coaching to participants at all times
- Be a positive role model for triathletes, the club and the sport of triathlon throughout Great Britain
- Take pride in being a coach or activator and project an image of health, well-dressed, hygiene, appearance, and use of appropriate language and actions
- Display consistently high standards of behaviour and conduct
- Encourage participants to value the quality of their individual performances and not just the results

Our coaches and activators must not:

- Attend sessions under the influence of alcohol or non-prescription medication or when operating in the capacity of a coach or an activator - this includes travelling to and from as well as delivering sessions
- Exert undue influence over participants to obtain personal benefit or reward
- Encourage or condone rule violations, bad behaviour or the use of prohibited substances.

4. Professional Responsibilities: The principle of coaching responsibilities carries the expectation that the activities of all coaches and activators will benefit society in general and athletes in particular and will do no harm. Fundamental to the implementation of this principle is the notion of competence, which implies that coaches and activators should be well-prepared and possess up-to-date knowledge of triathlon so they will be able to maximise benefits and minimise risk to the athletes.

Our coaches and activators will:

- Consider the well-being and safety of participants before the development of performance
- Develop an appropriate working relationship with all participants, based on mutual trust and respect
- Make sure all activities are appropriate to the age, ability and experience of those taking part
- Ensure that the environment is as safe as possible for training and competition, taking into account and minimising possible risks
- Always ask prior permission of the athlete if physical contact is required

- at any time
- If permission is granted, limit physical contact with athletes to what is absolutely necessary and appropriate to the situation
 - Always promote the execution of safe and correct practices
 - Be professional in their work and accept responsibility for their actions
 - Make a commitment to providing a quality service to their triathletes
 - Recognise the inherent power in the position as a coach or activator and not abuse that power
 - Contribute to the development of triathlon coaching by exchanging knowledge and ideas with others
 - Acknowledge the limitations of their knowledge and competence where appropriate
 - Obtain and maintain appropriate triathlon coaching qualifications to the level of operation required.

Coaches and activators must also ensure they hold valid and appropriate insurance policies for their coaching activities.

5. Fair Play Principles: Coaches and activators alike should abide by the principles of fair play during training and competition. Applying fair play principles implies that all those involved in sport recognize the importance of fairness, a respectful attitude to authority and appropriate conduct when engaged in triathlon related activities and agree to model and promote them at all times.

The following are some examples of fair play behaviours for coaches and activators:

- Promote the positive aspects of the sport of triathlon.
- Never condone the use of any illegal or banned drugs to enhance performance.
- Follow all the rules and never seek to deliberately break a rule.
- Aim to compete fairly, using talent, training, and ability to win - refuse to compete by illegal means or by cheating.
- Respect all race and technical officials, and their decisions without doubting their integrity.
- Recognise and acknowledge good performances by others.
- Maintain dignity in all circumstances and demonstrate self-control.
- Follow all guidelines laid down by British Triathlon.

For the coaches and activators – know the rules and regulations well and apply them with impartiality at all times.

6. Breaches of the code of conduct

British Triathlon qualified coaches and activators will at all times represent their role and their participants in a way which reflects positively on the Club, National Governing Body and the UK-wide coaching profession. All complaints will be dealt with according to the relevant Home Nation Association 'Complaints and Disciplinary Procedures'.