



Code of Conduct for Partakers

30 July 2019

Version 1.0

1. Scope

- 1.1 The Scottish Athletics Code of Conduct for Partakers applies to Partakers of Scottish Athletics as well as to any individual who is also employed by Scottish Athletics in a dual role. Where there is deemed to have been a breach of this Code of Conduct by an employee, but the breach was committed out with the course of the person's employment, Scottish Athletics reserves the right to also make the decision as to whether any further, separate disciplinary action should be taken under the individual's terms of employment. The Code of Conduct for Partakers is in force both in and out-of-competition.
- 1.2 The Code of Conduct for Partakers should be read in conjunction with the Scottish Athletics Disciplinary Policy for Partakers which contains the substantive and formal provisions governing the punishment of disciplinary offences including breaches of this Code of Conduct for Partakers.
- 1.3 Further guidance, in relation to social media related offences, can be found in Scottish Athletics' Social Media Policy for Partakers as well as the Scottish Athletics Partakers Media and Social Network Policy Guidelines for Partakers guidance document.

2. General Behaviour

- 2.1 Partakers should act at all times in the best interests of the sport of athletics.
- 2.2 Partakers must not knowingly or recklessly do write or say anything or omit to do anything which is likely to bring the sport of athletics, or Scottish Athletics, into disrepute or cause damage to Scottish Athletics or its affiliates/partners or staff or any other Partaker.
- 2.3 Where circumstances permit Partakers shall give reasonable notice, to the Scottish Athletics Head of Communications, of their intention to make any contributions to the public media to allow representations to be made on behalf of Scottish Athletics if it so desires.
- 2.4 Partakers should not behave in any way which involves or could be construed as abuse of any kind, whether it be sexual, physical, emotional or bullying.
- 2.5 Partakers must respect the rights, dignity and worth of each and every person and treat each other equally within the context of the sport of athletics and by recognising such through the Scottish Athletics' Equality Policy.
- 2.6 Anyone in a position of power, influence or control over an athlete, including anyone engaged in coaching, must not allow an intimate relationship to develop with any athlete under the age of 18. In the event that such a relationship may develop the athlete must be transferred to another coach immediately. It may be a criminal offence to conduct an intimate relationship with anyone aged under 16 years.
- 2.7 It is strongly recommended that anyone in a position of power, influence or control over an athlete, including anyone engaged in coaching, should avoid forming an intimate relationship with an athlete over 18 years of age.
- 2.8 Partakers must always report any concerns to the Scottish Athletics Welfare Officer about an adult's behaviour towards a child.

- 2.9 The well-being and safety of Partakers must be placed above all other considerations, including the development of performance.
- 2.10 All Partakers must comply with all policies and guidelines of Scottish Athletics.
- 2.11 All activities must be appropriate for the age, maturity, experience and ability of all Partakers.
- 2.12 Partakers must co-operate fully with specialists who are working in the best interests of the athlete (e.g. other coaches, officials, sport scientists, physiotherapists).
- 2.13 Partakers must always promote the positive aspects of athletics and never condone breaches of Competition Rules, behaviour contrary to the spirit of the sport or relevant rules and regulations, or the use of prohibited substances or methods pursuant to anti-doping regulations.
- 2.14 Partakers must comply with and act in accordance with all lawful instructions of any authorised official.
- 2.15 Partakers when participating in competitions or training must not wear anything (including jewellery) that could be dangerous to them or any other person.

3. Integrity

- 3.1 All Partakers bound by the Rules and Regulations of Scottish Athletics must refrain from any behaviour that damages or could damage the integrity of competitions and must cooperate fully with Scottish Athletics, and Affiliated Organisations, at all times in efforts to combat such behaviour.
- 3.2 The integrity of competitions is violated, for example, by Partakers:
 - 3.2.1 Who act in a manner that is likely to exert an unlawful or undue influence on the course and/or result of a competition with a view to gaining an advantage;
 - 3.2.2 Who participate directly or indirectly in betting or similar activities relating to competitions or who has a direct or financial interest in such activities;
 - 3.2.3 Who use or provide others with information which is not publicly available, which is obtained through their position in athletics, and damages or could damage the integrity of a competition;
 - 3.2.4 Who do not immediately and voluntarily inform Scottish Athletics if approached in connection with activities aimed at influencing in an unlawful or undue manner the course and/or result of a competition; and
 - 3.2.5 Who do not immediately and voluntarily report to Scottish Athletics any behaviour they are aware of that may fall within the scope of this code of conduct.

4. Anti-doping

- 4.1 Partakers shall comply with the provisions of any anti-doping regulations and any social drug regulations of Scottish Athletics or an Affiliated Organisation from time to time in force.

5. Racism and Provocative Messages

- 5.1 Partakers are prohibited from using any gestures, words, objects or any other means to transmit a message that insults the human dignity of a person or group of persons on whatever grounds, including skin colour, race, religion, gender or ethnic origin.
- 5.2 Partakers are prohibited from using any gestures, words, objects or any other means to transmit a provocative message, particularly those that are of a political, ideological, religious or offensive nature.
- 5.3 Partakers are reminded that the aforementioned provisions apply both in and out-of-competition and include the use of social media.
- 5.4 It shall be considered an “aggravated breach” of this Code of Conduct for Partakers where conduct includes a reference, whether express or implied, to any one or more of the following: ethnic origin, colour, race, nationality, religion or belief, gender, gender reassignment, sexual orientation or disability. An aggravated breach will result in a heavier sanction for the Partaker concerned.

6. Discrimination

- 6.1 Partakers shall not carry out any act of victimisation as defined in the Equality Act 2010, or any act of discrimination by reason of ethnic origin, colour, race, nationality, religion or belief, gender, gender reassignment, sexual orientation, disability, age, pregnancy, maternity, marital status or civil partnership, unless otherwise permitted by law and the Rules or Regulations of Scottish Athletics and Affiliated Organisations.

7. Compliance with Decisions

- 7.1 Partakers shall comply with any decision made pursuant to the Rules and Regulations of Scottish Athletics.
- 7.2 Partakers shall not participate in any athletics activity with another Partaker who is suspended from carrying out such activity. This includes anyone who is suspended under IAAF Rules and Regulations.
- 7.3 Partakers must comply with any sanctions imposed on them pursuant to the Rules and Regulations of Scottish Athletics.

8. Reporting Misconduct

- 8.1 Partakers shall immediately report to the Scottish Athletics Disciplinary Secretary any incident, facts or matters which may constitute Misconduct. This shall include but is not limited to any incident, facts or matters which may:
 - 8.1.1 Constitute a potential or actual breach of this Code of Conduct;
 - 8.1.2 Constitute a potential or actual breach of Scottish Athletics Social Media Policy for Partakers;
 - 8.1.3 Constitute a potential or actual breach of the Competition Rules to which Scottish Athletics adhere;

- 8.1.4 Constitute a potential or actual breach of Scottish Athletics Child Protection Policy; and
- 8.1.5 Relate to an approach made to a Partaker by any person, whether or not that person is a Member, in relation to Scottish Athletics rules on integrity at sections 3.1 and 3.2 above.

9. Serious Criminal Offences

- 9.1 Scottish Athletics shall have the power to order that a Partaker be suspended from all or any athletics activity for such period and on such terms and conditions as it considers fit where the Partaker has been convicted of a criminal offence and where Scottish Athletics considers there to be a risk of harm to another Partaker or Partakers through the convicted Partaker's continuing participation in the sport of athletics.

10. Definitions

"Affiliated Organisation" and "Affiliated Organisations" means a body associated with Scottish Athletics;

"Child Protection Policy" means the Scottish Athletics Child Protection Policy;

"Code of Conduct" and "Code of Conduct for Partakers" means this Code of Conduct of Partakers;

"Competition Rules" means the rules for specific competitions laid down by either UK Athletics or the IAAF, as amended from time to time;

"Disciplinary Policy for Partakers" means the Scottish Athletics Disciplinary Policy for Partakers;

"Disciplinary Secretary" means the person so appointed in accordance with paragraph 8 of the Scottish Athletics' Disciplinary Policy;

"Equality Policy" means the Scottish Athletics Equality Policy;

"Head of Communications" is the current postholder, or equivalent, person responsible for liaison with the media and fulfilling the communications strategy for Scottish Athletics;

"IAAF Rules and Regulations" means the rules and regulations of the IAAF as amended from time to time;

"Media and Social Network Policy Guidelines for Partakers" means the Scottish Athletics Media and Social Network Policy Guidelines for Partakers;

"Member" means a Club, Associate, School, Individual, Honorary Life Member and Corporate member, having paid any and all subscriptions, and as further defined in the Scottish Athletics' Articles of Association;

"Misconduct" means unacceptable or improper behaviour as defined in paragraph 8 of this policy;

"Partaker" and "Partakers" is defined as any person or body who is a member, or who is operating in the capacity of a member of Scottish Athletics through one of its membership categories, including volunteers, entrants to events operating under a Scottish Athletics licensed event, and individuals or organisations contracted to or whose services are engaged to deliver programmes and courses on behalf of Scottish Athletics;

“Rules and Regulations”, “Rules or Regulations”, and “Regulations” means any regulations from time to time in force as set out by Scottish Athletics;

“Scottish Athletics”, “Scottish Athletics Limited” “**scottishathletics**” shall mean the National Governing Body for Athletics in Scotland;

“Social Media Policy for Partakers” means the Scottish Athletics Social Media Policy for Partakers;

“UK Anti-Doping” is the national body responsible for creating a UK-wide environment of confidence in clean sport. Whether that is in competition, training or spectating. In the UK, UKAD makes sure sports bodies comply with the World Anti-Doping Code through implementation and management of the UK’s National Anti-Doping Policy;

“Welfare Officer” is the current postholder, or equivalent, responsible for ensuring safeguarding, welfare and child protection policies and processes are robust and fit for purpose for Scottish Athletics.

11. Further Reading

Scottish Athletics Disciplinary Policy for Partakers

Scottish Athletics Equality Policy

Scottish Athletics Social Media Policy for Partakers

Scottish Athletics Dispute Resolution Procedures between Partakers

Scottish Athletics Child Protection Policy

Scottish Athletics Complaints Procedure

Scottish Athletics Sports Betting and Anti-corruption Policy

This Policy is approved by the Scottish Athletics Board of Directors who will consider proposals for additions and/or amendments on an ongoing basis.

Equality Impact Assessment Record

Date of Assessment:	28 July 2019
Assessed by:	Head of Operations, Equalities Officer
Review date:	31 October 2022 or as required