



Gibraltar Athletics Codes of Conduct 2023

These Codes of Conduct constitute clear statements to define, in detail, the commitment by Gibraltar Athletics of its values, the expected standards of behaviour and integrity of its Council Members, coaches (by which is meant all athlete support staff), athletes, officials, volunteers and/or all those associated with athletics.

The following rules apply to **everyone** involved in the sport of athletics in Gibraltar, in whatever capacity. All are required to...

- Promote fairness and integrity through their actions and attitude.
- Respect everyone, value everyone's worth and treat everyone with dignity. Celebrate difference and promote inclusion. Treat everyone equally and avoid having "favourites".
- Avoid any act or comment that can be construed as discrimination against anyone on the basis of race, colour, gender identity, sexual orientation, age, disability, religion, ethnicity, marital status, beliefs, club affiliation or socioeconomic status.
- Co-operate with everyone involved in athletics and promote an environment free from harassment, abuse and exploitation.
- Be responsible for one's own behaviour, conduct and actions. Be punctual, well prepared and correctly equipped.
- Operate a zero tolerance of the use of any prohibited substance to enhance performance. Promote clean competition **and report** any suspected prohibited drug use to the Safeguarding Officer.
- Listen to those reporting concerns and report those concerns, misconduct or injuries to the appropriate person swiftly.
- Comply with Gibraltar Athletics' Safeguarding Policy and all its other rules and policies.
- Lead by example, behaving appropriately and being a good role model particularly if, and when, in charge of children.

Gibraltar Athletics Council Members

In addition to the above general requirements for all involved in the sport of athletics, Council Members are required to comply with the following. They must...

- ...declare any conflicts of interest.

- ...deal fairly with **all** issues, avoiding any statements or acts that can be construed as favouritism towards any individual, club or athlete.
- ...in the case of Council Members who are active athletes who aspire to, or have recently represented Gibraltar in international competition; they should not participate in any Council discussions or votes to determine which international competitions the Federation will be represented at, or who will be selected to represent the federation at said competitions.
- ...challenge those who do not obey the rules or behave inappropriately.
- ...be appreciative of everyone's time, effort and skills; encourage and support everyone's athletic endeavours.
- ...keep the Gibraltar Athletics website functional with up to date* information on the competition calendar, and any amendments made; policy documents; National Records; and international competitions and team selection policies and required standards.

(*The domestic and international competition calendars must be posted on the website by no later than 31 January on any given year.)

Coaches and other athlete support staff

In addition to the general requirements for all involved in the sport of athletics, coaches and coaching staff are required to comply with the following. They must...

- ...be registered with Gibraltar Athletics via their individual clubs.
- ...be appropriately qualified with any background criminal checks completed.
- ...ensure that coaching should always be age appropriate and meet the needs of the athlete in terms of experience and ability.
- ...ensure the presence of a suitable number of coaches, appropriate to the number and age of athletes involved, in a training session or event.
- ... make sure athletes understand the expectations coaches have of them as well as what they, as athletes, can expect to receive from coaches.
- ...encourage good working relationships based on mutual respect and trust with all athletes.
- ...avoid being critical, demeaning or sarcastic or acting in a way which might affect an athlete's self-esteem.
- ...maintain strict boundaries between themselves as coach and individual athletes; if this requirement is allowed to blur it causes difficulties for both individuals as well as teammates and others in the community. It is not considered appropriate for an intimate relationship to develop between coaches and athletes.
- ...bear in mind that an intimate relationship between a coach (or any other athlete support staff or adult) and an athlete under the age of 18 may be illegal and should never be allowed to develop.
- ...cease to be the coach of any athlete over the age of 18 that they might at any point form an intimate relationship with, and inform their club and Gibraltar Athletics accordingly and promptly.
- ...avoid being alone with a child athlete; They should, therefore, not take them in a car on their own; not take them to their (the coach's) home; nor share a bedroom with a child when on trips.

- ...where it is necessary when training a child-athlete for the coach to touch them, give an explanation to the child/athlete before touching them. They must further seek their consent before any touching takes place and involve the child's parents, designated care-givers or another responsible adult in this discussion. This requirement applies equally where the child and coach are of the same sex.
- ...where it is necessary to supervise changing areas, do so in same-sex pairs of adults.

National Coach

In addition to the above, the National Coach must...

- ...declare any conflict of interest.
- ...liaise regularly with the coaches of all clubs registered with Gibraltar Athletics to ensure he/she has an accurate and updated view of the number, and form, of athletes available for selection to represent Gibraltar in international competition.
- ...work with the Gibraltar Athletics Council to produce a report, at the start of each calendar year, outlining the competitions Gibraltar will compete in over the coming year and the criteria to be used for the selection of athletes.
- ...keep a record of all selections made and the criteria applied in each case for future reference.

Athletes

In addition to the general rules that apply to all involved in the sport of athletics and that are detailed at the start of this document, all athletes must...

- ...maintain strict relationship boundaries with a coach or any other adult associated with athletics. It is not appropriate to allow a relationship to develop between a coach or an official (or indeed any other athlete support staff) and an athlete.
- ...always report any concerns, injuries, misconduct or distress to the appropriate person in the club or to a parent or carer.
- ...keep coaches informed if it is necessary to leave an athletics training session or event before it is completed.
- ...know the rules of competition, follow them, play fairly and pursue athletic excellence.
- ...uphold the values of sportsmanship - fairness, respect and generosity towards others - on and off the field of play.
- ...when selected to represent Gibraltar in international competition, make themselves aware of their rights and responsibilities, in this context, as detailed in the Memorandum of Understanding document for Athletes and Officials representing Gibraltar in International Competition (See Appendix 1) .
- ...sign said Memorandum of Understanding document for Athletes and Officials before embarking to represent Gibraltar in any competition.

Officials and Volunteers

In addition to the general rules that apply to all involved in the sport of athletics and that are detailed at the start of this document, all officials and volunteers must...

- ...ensure they are clear of their roles and responsibilities in respect of any competition they are participating in.
- ...support the principle of fair competition and abide by competition rules and be supportive of all athletes.
In the case of officials accompanying athletes to compete in international competition they must additionally...
- ... make themselves aware of their rights and responsibilities, in this context, as detailed in the Memorandum of Understanding document for Athletes and Officials representing Gibraltar in International Competition (See Appendix 1) .
- ...sign said Memorandum of Understanding document for Athletes and Officials before embarking to represent Gibraltar in any competition.

Parents and carers of junior athletes

In addition to the general rules that apply to all involved in the sport of athletics and that are detailed at the start of this document, all parents and carers of athletes should...

- ...inform the appropriate individuals of any relevant medical information about their child.
- ...attend their child's athletics training or events, where possible, and take an active interest.
- ...be positive and encourage; being aware that parents' and carers' attitude and behaviour will affect not only their children's attitude, but also that of other junior athletes.
- ...know where their child is and who they are with at all times.
- ...avoid asking a coach to give their child a lift in their car, particularly if there is no other athlete or adult accompanying them.
- ...avoid allowing their child to visit a coach's house unless a parent or carer is also present.

Appendix 1



Code of conduct for athletes and officials selected to represent Gibraltar and Gibraltar Athletics in International Competition

The following sets out the minimum standards of behaviour required of any person who is selected to represent Gibraltar and Gibraltar Athletics in competition away from Gibraltar.

General Statement:

Selection to represent Gibraltar in an international athletics competition implies certain responsibilities on the part of both the athlete and any accompanying Gibraltar Athletics official. These responsibilities begin on the date of selection of the athlete, and continue until the competition is completed, and the athlete and official have returned to Gibraltar. Whilst abroad, no athlete or official shall behave in a manner that is likely to cause embarrassment to Gibraltar Athletics or Gibraltar. Proper standards of behaviour are required at all times.

The Role of Officials:

An official will be required to perform the following functions:

- To take the lead in sorting out any travel issues including any problems with checking-in at airports, transfers to athletes' accommodation, liaison with competition officials etc.
- To take the lead in arranging competition accreditation.
- To ensure that the athlete(s) being accompanied is/are properly catered for in respect of their accommodation, living and eating arrangements for the duration of the competition.
- To deliver the athlete(s) to the place of competition as per the arrangements made by the local organising committee (LOC).
- To look after the general welfare of the athlete(s).
- To attend all technical meetings and official functions for the purpose of representing and promoting Gibraltar athletics.

The Role of Athletes:

- From the moment of selection, to keep the Team Leader (Official), and Gibraltar Athletics Chief Coach, fully informed in respect of any matter relevant to his/her standard of performance in the competition. This includes state of fitness, training programme being followed, any times achieved in other competition prior to departure for the international event, state of health, and anything else that could be deemed to impact on his/her performance in the international competition.

- To train regularly in preparation for the competition as instructed by his/her coach.
- To take part in the competition, and in any prearranged events as determined by the Gibraltar Athletics Head Coach, to the best of his/her ability.
- To arrive punctually at the airport and at the competition and training venues.
- To ensure that he/she gets sufficient rest before an event to enable him/her to perform to the best of his/her ability.
- To abstain from taking any substance that is likely to cause him/her to fail a doping test as conducted by the event organisers.
- To successfully complete the 'I Run Clean' online qualification as run by European Athletics and thereby attain the necessary licence to represent Gibraltar in international competition. A link to this site is available at gaaa.gi
- After the competition to refrain from drinking in excess or from boisterous behaviour likely to cause embarrassment to Gibraltar Athletics or the event organisers.
- At all times to abide by the reasonable instructions of the Team Leader.

I agree to be bound by the above conditions in respect of:

Dates of competition: _____

Signature of athlete: _____

Signature of official: _____

Name of athlete: _____

Name of official _____