

# Codes of Ethics and Conduct

This code applies to all those involved in the sport of Olympic Weight Lifting/Para-Powerlifting at every level. This includes Officials, Coaches, Instructors, Administrators, and Club Officials, parents, spectators and participants. All individuals have a responsibility to act according to the highest standard of integrity, and to ensure that the reputation of Olympic Weight Lifting and Para-Powerlifting is beyond reproach.

Allegations of a Child Protection nature and concerns about poor practice relating to breaking this code must follow the reporting procedures contained within regulation 7.0 Appendix A.

Those involved in Olympic Weight Lifting and Para-Powerlifting must respect the rights, dignity and worth of every person, participant and non-participant alike treating everyone equally within the context of the sport. In particular, to be aware of the possible special needs of young people, their wellbeing including difficulties or possible abuse experienced from within the sport or from other sources.

The sport has a duty to ensure that every child and young person involved in Olympic Weight Lifting and Para-Powerlifting is able to participate in an enjoyable and safe environment and be protected from abuse.

The sport of Olympic Weight Lifting and Para-Powerlifting is committed to maintaining the highest possible standards of behaviour and conduct at all Olympic Weight Lifting/Para-Powerlifting training, competitions and events.

## 1. Equity.

The sport of Olympic Weight Lifting and Para-Powerlifting is opposed to discrimination of any form and will promote measures to prevent discrimination, in whatever form, which it is expressed.

All those involved in Olympic Weight Lifting and Para-Powerlifting must respect the rights and choices of all human beings, treating everyone equally and sensitively regardless of age, gender, ethnic origin, cultural background, sexual orientation, religion or political affiliation.

The following codes of conduct must be adhered to at all times so that Olympic Weight Lifting and Para-power lifting can be enjoyed by all.

## 2. Codes of Conduct and Ethics

### 2.1. Instructors and Coaches

This Code is the British Weight Lifting policy and regulation, within which Instructors and Coaches must work. It should be used in conjunction with all other BWL policies, procedures and recognised standards. Through this Code, Coaches and Instructors accept their responsibility to sports performers, their parents and families, to coaching and to BWL affiliated clubs, employers and all other colleagues.

## Humanity

The Instructor/Coach must respect the rights and choices of all human beings, regardless of age, gender, ethnic and cultural background, sexual orientation, religious or political affiliation, treating everyone equally and sensitively.

### 2.2. Relationships

The good BWL Instructor/Coach is concerned with:

1. The wellbeing, safety and protection of all individuals in their charge, ensuring that all training and competing demands are not detrimental to the emotional, social intellectual and physical needs of the individual
2. Encouraging independence through guiding participants to accept responsibility for their own behaviour and performance within training and competition
3. Ensuring that their behaviour is not misconstrued or open to allegations of favouritism, misconduct or impropriety, particularly where physical contact between Instructor/Coach and participant is necessary within coaching practice
4. Ensuring participants and relevant people are aware of their qualifications and experience, respecting the rights of the individuals to choose to consent or decline to participate within coaching or competition situations
5. Refraining from public criticism of other Instructors/Coaches or Officials before, after or during training or competitions or in any branch of the media.
6. A coach must strictly maintain a clear boundary between friendship and intimacy with athletes and do not conduct inappropriate relationships with athletes. Relationship with athletes can cause significant problems for other team members, raising concerns of favouritism and/or victimisation should the relationship later end.
7. In particular, you must not allow an intimate personal relationship to develop between yourself and any athlete age 18 years or under. Any violation of this could result in a coach licence being withdrawn. It may also be a criminal offence to conduct a relationship with an athlete aged 16 years or under. It may also be a violation of your coaching licence to form an intimate personal relationship with a vulnerable adult coached by you. It is strongly recommended that you do not allow intimate relationships to develop between yourself and athletes coached by you aged over 18 years.
8. In addition, coaches should follow these guidelines on best coaching practice, in particular with young athletes or with vulnerable adults:
9. Avoid critical language or actions, such as sarcasm which could undermine an athlete's self-esteem.

10. Avoid spending time alone with young athletes unless clearly in the view of others to protect both yourself and the young athlete. In special circumstances, for example when coaching elite young athletes, one to one coaching sessions may form part of the required training schedule. In this circumstance, parental/guardian consent must be sought and obtained prior to sessions taking place. The coach must inform the parent/guardian of the venue for training and an emergency contact number should be provided by both the coach and parent/guardian
11. Avoid taking young athletes alone in your car.
12. Never invite a young athlete alone into your home.
13. Never share a bedroom with a child.
14. Always explain why and ask for consent before touching an athlete.
15. Ensure that parents/carers know and have given consent before taking a young athlete away from the usual training venue.
16. Work in same-sex pairs if supervising changing areas.
17. Respect the right of young athletes to an independent life outside of athletics.
18. Report any accidental injury, distress, misunderstanding or misinterpretation to the parents/carers and club Welfare officer as soon as possible.
19. Report any suspected misconduct by other coaches or other people involved in athletics to the Club, Regional, National or UKA welfare officer as soon as possible.

### 3. Integrity

The good BWL Instructor/Coach:

1. Abides by the rules of British Weight Lifting
2. Follows ethical and fair play guidelines
3. Ensures that all training is suitable and relevant dependent upon the age, maturity, experience and ability of the participants
4. Promotes the prevention and education of the misuse of performance enhancing drugs and illegal substances
5. Instructors/Coaches must accurately, upon request present evidence detailing their qualifications and services

6. All instructors/Coaches must declare to the appropriate body any criminal convictions.

#### 4. Confidentiality

The Instructor /Coach and participant must reach an agreement about what is to be regarded as confidential information.

Confidentiality does not preclude disclosure of information to persons who can be judged to have a right to know.

Evaluation for selection purposes

Recommendations for employment

In matters of discipline within the sport

In matters of disciplinary action taken by BWLA against one of its members,

Legal and medical requirements

Recommendations to parents/family where the health and safety of participants may be at risk

In pursuit of action to protect children and young people from abuse.

#### 5. Personal Standards

British Weight Lifting Instructors/Coaches must not attempt to exert undue influences and pressures in order to obtain personal benefit and reward in either the coaching or competing environment. Instructors and Coaches must display high personal standards that project a favourable image of Weight lifting and Power lifting including:

1. Good personal appearance that projects an image of health, cleanliness and functional efficiency
2. Never smoking when in the coaching environment
3. Refraining from drinking alcohol whilst coaching and whilst they have a duty of care to young people.

#### 6. Competence

All Instructors and Coaches must be appropriately qualified as per requirements of the British Weight Lifting's Coach License Scheme. Instructors and Coaches should regularly seek ways of increasing their personal and professional development.

Instructors and Coaches must employ systems of evaluation, this should include self-evaluation, and external evaluation in an effort to assess the effectiveness of their work.

Instructors and Coaches must be able to recognise and accept when to refer or recommend participants to other coaches or structures. It is the Instructor or Coaches responsibility as far as possible to verify both the competence of the participants and the competence and integrity of any other persons or structures that they refer the participant to.

## 7. Safety

Within the limits of their control Instructors and Coaches have a responsibility to:

1. Establish a safe working environment
2. Ensure as far as possible the safety of the participants with whom they work
3. Protect children and young people from harm and abuse
4. Fully prepare their participants for the activities and make them aware of their personal responsibility in the terms of safety
5. Ensure that all activities undertaken are suitable for the ability and the experience of the participants and keeps within the approved practices of BWL
6. Communicate and co-ordinate with registered medical and ancillary practitioners in the diagnosis, treatment and management of their participants medical and psychological problems

## 8. Complaints Procedures

Any individual or organisation wishing to make a complaint against a British Weight Lifting Instructor or Coach within the context of this code should follow the procedure below:

1. Report the matter to the employer of the Instructor or Coach and to the relevant BWL committee responsible for that discipline
2. Complaints that refer to the protection of children and young people should be dealt with in accordance with the procedures laid down in the British Weight Lifting's Safeguarding and Protecting Children and Young People in Lifting Policy and Procedures.

N.B. Employer in this instance refers to anyone who is commissioned to Instructor or Coach whether this engagement is paid or unpaid.

## 9. Participants

1. Treat everyone with equal respect regardless of their age, gender, ethnic and cultural background, religious or political affiliation or sexual orientation
2. To know and to abide by the laws, rules and spirit of the sport
3. Accept the decisions of the Officials without question or complaint and avoid words or actions that may mislead an Official
4. Respect Officials at all times
5. Give maximum effort and strive for the best performance during a training session or competition
6. Exercise self-control at all times and do not behave in an illegal or dangerous manner in the training area
7. Learn to accept both success, failure, victory and defeat with humility and dignity
8. Abide by the instructions of the Instructor, Coach and Club Officials provided they do not contradict the spirit of this Code.
9. Treat team mates, competitors, Instructors, Coaches, Officials and Club Officials with respect and consideration at all times
10. Inform my coach of any other coaching I receive
11. Anticipate my own needs, be organised and on time
12. Do not try to improve performance by using banned substances
13. Do not use foul, sexist, or racist language at any time
14. Strictly maintain a clear boundary between friendship and intimacy with a coach, official or other person with whom I work
15. Show patience with and respect diversity in others
16. Never engage in any illegal or irresponsible behaviour
17. Avoid destructive behaviour and leave competition/training venues as I find them
18. Challenge anyone whose behaviour falls below the expected standards of 'Athlete's Welfare'

19. Be a good sport, applaud good performances, whether by your fellow team or by a competitor
20. Remember that the aim of sport is to have fun ,improve your skills and feel good
21. At the end of a competition remember to thank both the competitors and Officials
22. In addition, athletes, especially young athletes and vulnerable adults, should follow these guidelines on safe participation in lifting:
23. Notify a responsible adult if you have to go somewhere (why, where and when you will return).
24. Do not respond if someone seeks private information unrelated to athletics such as personal information, home life information
25. Strictly maintain boundaries between friendship and intimacy with a coach or technical official.
26. Never accept lifts in cars or invitations into homes on your own without the prior knowledge and consent of your parent/carer.
27. Use safe transport or travel arrangements.
28. Report any accidental injury, distress, misunderstanding or misinterpretation to your parents/carers and club Welfare officer as soon as possible.
29. Report any suspected misconduct by coaches or other people involved in lifting to the club welfare officer as soon as possible.

## 10. Parents

1. Teach your child to treat everyone with equal respect and sensitivity regardless of their age, gender, ethnic and cultural background, sexual orientation , religious or political affiliation
2. Do not force your child to take part in either Weight Lifting or Power lifting if they do not wish to
3. Always encourage your child to play by the rules and to respect the Officials
4. Your child/children are involved in sport for their enjoyment not yours
5. Never shout or ridicule your child for making a mistake or losing a competition

6. Teach your child that effort is as important as victory, so that the result of each competition is accepted
7. Support all efforts to remove verbal, physical and racial abuse from Weight Lifting and Power lifting
8. Remember that young people learn best by example
9. Do not openly question the judgement of Officials and never their honesty
10. Respect the decision of the Instructors and Coaches –they know the sport and the young person's ability and capability
11. Recognise the value and importance of volunteers, Instructors, Coaches, Officials, Club
12. Officials; they give their time, energy and resources to provide the sport for your child.
13. Insist on fair and disciplined play-do not tolerate foul play, cheating, foul, sexist and racist language

## 11. Spectators

1. Remember that the participants are taking part for their enjoyment not yours
2. Behave in an appropriate manner, do not use foul, sexist or racist language or harass participants
3. Verbal abuse of participants, Officials and Club Officials is not acceptable and will not be tolerated in any shape or form
4. Respect the competitors and the Officials for without them there would be no competition
5. Acknowledge good performance and fair play by competitors as well as your own participants
6. Do not ridicule participants who make mistakes
7. Do not overemphasise the importance of winning

## 12. Technical Officials and Competition Support Staff Should

1. Treat everyone with equal respect and sensitivity regardless of their age, gender, ethnic and cultural background, sexual orientation, religious or political affiliation



2. Be constituent, objective, impartial and courteous when applying the rules of the sport
3. Not travel alone with young people (under the age of 18), to competitions. We advise you to generally always have another adult with you at all times
4. Compliment all competitors on good performance when the opportunity arises
5. Use common sense to ensure that the spirit of the sport is not lost
6. Show patience and understanding towards participants who may be learning the sport
7. Must be in possession of and follow scrupulously and conscientiously all rules and regulations published by the IWF, IPF, IPC, Special Olympics and BWL
8. Be fully prepared for the competition
9. Be firm and fair at all times and must resist any possible influence from protests on the part of participants, team officials or spectators
10. Show respect towards competitors , participants and Team Officials
11. Be honest and completely impartial at all times
12. Strictly maintain a clear boundary between friendship and intimacy with a coach, official, lifter or other person with whom I work
13. Refrain from any form of sexual harassment towards lifters or other officials
14. Decline to be appointed to a competition if not completely mentally or physically fit because of illness, injury, family or other reasons
15. Refrain from requesting hospitality or accepting hospitality that is offered and considered to be excessive, this could be misconstrued as a form of bribe
16. Always have regard to the best interests of the sport
17. Not tolerate foul, sexist or racist language from participants and/or Officials
18. Comply with the decisions of the Chief Referee and /or Jury taken within their authority
19. In reports set out the true facts and not attempt to justify any decisions
20. Refrain from publicly expressing any criticism of fellow Officials
21. Assist with the development of less experienced Officials

22. Uphold the authority and dignity of the IWF, IPF, IPC, Special Olympics and BWL

### 13. Club Official

1. Must treat everyone with equal respect and sensitivity regardless of their age, gender, ethnic and cultural background, sexual orientation , religious or political affiliation
2. Accept the role that you play within the establishment of standards by setting a good example of behaviour and conduct at all times
3. Do not manipulate the rules in order to benefit yourself personally or your Club
4. Encourage participants, Instructors and Coaches to abide by the rules and the spirit of the sport
5. Do not use foul, sexist or racist language
6. I will refrain from any form of sexual harassment towards lifters or other officials
7. Use your official position to take action against spectators who harass abuse or use foul, sexist or racist language towards participants, Officials or Instructors and Coaches
8. Ensure that proper supervision is provided with suitably qualified Instructors, Coaches and Officials who are capable of promoting good sporting behaviour and good technical skills
9. Ensure that all equipment and facilities meet safety standards
10. Show respect to Officials, Instructors, Coaches, participants and others involved in the sport
11. Do not endeavour to influence the result of a competition by any actions that are strictly within the rules of the sport
12. Remember sport is enjoyed for its own sake
13. Always have regard to the best interests of the sport, including where publicly expressing an opinion on the competition or any particular aspect of it including others involved in the sport
14. Resist illegal or unsporting influences, including banned substances and techniques
15. Promote ethical principles
16. Accept the decisions of the Officials without protest

17. Avoid words or actions, which may mislead an Official.