

CODE OF CONDUCT OF CRUSADERS ATHLETICS CLUB

PREAMBLE

Athletics is a sport which should be enjoyed by all of those who participate or compete. At Crusaders Athletics Club (the **Club**) we want all members to feel welcome and to enjoy the facilities and to feel that they are in a safe environment.

This Code of Conduct (the **Code**) was laid down to assist the Management Committee and Coaches at Crusaders to provide an encouraging and enjoyable atmosphere for all members.

TRAINING

1. Official Club training times are on Tuesdays, Thursdays, Saturdays and Sundays at the designated times and venues as fixed and as notified by the official club coaches. The club sessions at club training times are set by the official club coaches and athletes attending must do the club sessions. Athletes wishing to do any other session at these venues and times must obtain permission from the club coaches to do so.
2. Other official training sessions may be organised from time to time by an official club coach depending on the particular requirements of the members.
3. The playing of other games is strictly forbidden at club venues during club training sessions.
4. The wearing of head phones is not permitted during club training sessions
5. Runners or spikes no longer than 5mm must be worn on the tracks (indoors or outdoors) at all times

Only fully paid members are permitted to attend official club training sessions and avail of club facilities including that of our club house

COMPETITION

1. Club colours must be worn in all competitions.
2. Trials may be held to select members for teams and due notice will be given to all candidates.
3. Members will receive adequate and reasonable notice of upcoming competitions via social media and/or other official club notification methods It is the responsibility of the member to check for club notifications.
4. All members of the club must comply with the rules of the competition in which they are competing. Any breach of competition rules and regulations will be deemed an offence for which the sanction will range from an admonishment to expulsion at the discretion of the Disciplinary Sub-Committee subject only to a right of appeal as provided for in the Club's Constitution.

CONDUCT OF MEMBERS

1. Good behaviour is expected of all members at all times.
2. The types of behaviour that are strictly forbidden at all times during training, competition or any time while an athlete is participating in Club activities are as follows:
 - (i) Bullying and aggressive behaviour

- (ii) Temperamental and unpredictable behaviour
 - (iii) Physical and mental abuse
 - (iv) Use of foul or inappropriate language
 - (v) Smoking - vaping
 - (vi) Chewing gum
 - (vii) Alcohol consumption or substance abuse
 - (viii) Use of any performance enhancing drug or substance
3. Any behaviour deemed by the Disciplinary Sub-Committee to be prejudicial to the reputation or interests of the Club will be subject to such sanctions as may apply at the discretion of the Disciplinary Sub-Committee subject only to a right of appeal as provided for in the Club's Constitution.

BULLYING POLICY

1. Bullying can be defined as repeated aggression or annoyance, be it verbal, physical or psychological conducted by an individual/s against another or others. All bullies operate using furtiveness, threats and fear. Bullying can therefore only survive in an environment where the victim does not feel empowered to tell someone who can help.
2. Bullying of any description whether of a light or aggressive nature will not be tolerated and any member should feel free to file a complaint if bullying should come to their attention.
3. A member deemed by the Disciplinary Sub-Committee to be bullying others will be subject to such sanctions as may apply at the discretion of the Disciplinary Sub-Committee subject only to a right of appeal as provided for in the Club's Constitution.

CHILD PROTECTION POLICY

1. Children can benefit enormously through competition and participation in athletic events. Children must be encouraged to realise that they also have responsibilities to treat others with dignity and respect.
2. It is an objective of the club to provide a safe and encouraging environment for children and to teach children the importance of sport in life and to take all steps necessary to foster the talents of children.

Any offence against children of any nature or description should be reported to the designated Children's Officer and to the President of the Club, both of whom will comply with the duty to investigate the alleged offence and, if there is reasonable evidence thereof, to ensure that such an alleged offence is reported to the appropriate authorities.

3. The Athletics Association of Ireland Code of Ethics and Good Practice for Children in Athletics (**AAI Code**) is hereby adopted, and in the event of any conflict between it and this Code, the AAI Code shall apply.

COACHES, OFFICIALS AND VOLUNTEERS

Coaches, officials and volunteers should:

1. Consider the wellbeing and safety of participants at all times.
2. Build and develop an appropriate working relationship with members based on mutual trust and respect.

3. Ensure that all activities are appropriate to the age, ability and experience of members.
4. Promote the positive aspects of the sport of athletics.
5. Display high standards of behaviour.
6. Follow all guidelines laid down by the Athletics Association of Ireland.
7. Hold appropriate qualifications and where necessary insurance cover and/or ensure club insurance policies are in place.
8. Never exercise undue influence over participants for any gain or advantage or improved results.
9. Take such measures deemed necessary to prohibit rule violations or the use of prohibited substances.
10. Encourage participants to value their performances.
11. Encourage and guide participants to accept responsibility for their own performance and behaviour.
12. Never use foul and inappropriate language.
13. Never engage in sexual relations with anyone under the age of 18 or vulnerable adults.
14. Be familiar with and implement all Club policies and procedures.
15. Any breach of behaviour will be subject to such sanction as may apply at the discretion of the Disciplinary Sub-Committee subject only to a right of appeal as provided for in the Club's Constitution.

MEMBERSHIP

1. The Management Committee reserves the right to reject the membership renewal of any member or former member, whose behaviour has been deemed disruptive to Crusaders Athletics Club.
2. A member may resign from membership at any time by notice to that effect given to the Secretary. A member shall remain liable to pay any arrears of contributions or subscriptions owed by him/her at the time of resignation but without being entitled to any refund of contributions or subscriptions in respect of the remaining period.
3. Any person shall on ceasing to be a member of the Club, forfeit all rights to and claims upon the club, its property and funds.
4. Annual membership subscriptions must be paid when due

MISCELLANEOUS

1. The Club accepts no responsibility for loss or damage to members' personal belongings.
2. All equipment and facilities provided by the Club or any event organised by the Club must be respected at all times.
3. Transport to and from training and competitions remains the responsibility of the athlete and/or their parents.
4. All normal sessions are free but where extra training takes place at venues outside the club grounds members may be asked to make a small contribution to the costs incurred. Classes held in the club house may be subject to a charge.

DISCLAIMERS

1. It is the responsibility of each member to mind their own belongings. The Club accepts no responsibility for loss, theft or damage to the belongings of members.
2. While the Club will treat any breach of the Code as a serious matter, the Club is not responsible and accepts no liability for the actions of individual members.
3. The Club accepts no liability for any injuries suffered by members while participating in Club activities or while carrying out duties in connection with membership of the Club.

Disciplinary Procedure

1. Breaches of the Constitution of the Club (the **Constitution**) or the Code fall into two categories:

- (i) Infringements

Infringements are minor breaches of the Constitution or the Code. Where a minor breach occurs the disciplinary procedure will commence at Stage 1. A second minor breach will result in the use of Stage 2, while a further breach will result in stage 3 being invoked.

- (ii) Offences

Offences are serious breaches of the Constitution or the Code. Where a serious breach occurs, Stages 1 and 2 will be bypassed and Stage 3 will be invoked.

The Management Committee will be responsible for determining whether a breach of the Constitution or the Code falls into the category of infringements or offences. The decision of the Management Committee relating to the classification of breaches will be final.

2. The following disciplinary procedure will be used where members breach the rules set out in the Constitution or the Code.

- (i) Stage 1:

The member will receive a verbal warning from their coach or an officer of the Club and this verbal warning will be recorded by the coach/officer of the Club. The coach or officer of the Club will only take such action having received the approval of a majority of the Management Committee.

- (ii) Stage 2:

The member will receive a second verbal warning from their coach or an officer of the Club and this will be recorded by the coach/officer of the Club. The coach or officer of the Club will only take such action having received the approval of a majority of the Management Committee.

- (iii) Stage 3:

A Disciplinary Sub-Committee of the Management Committee, comprising of at least 3 members of the Management Committee shall be formed to consider the conduct complained of. The Disciplinary Sub-Committee shall, having first made the allegations known to the member in writing, call upon such member to give an explanation in writing within 7 days of being requested to do so by the Disciplinary Sub-Committee. If the member fails to provide a satisfactory explanation the Disciplinary Sub-Committee may impose a sanction upon the member.

The Disciplinary Sub-Committee may impose any sanction ranging from admonishment to suspension or expulsion for any breach of the Constitution or the Code subject only to a right of appeal as provided for in the Constitution.

The member can appeal in writing within 7 days to the Management Committee. The Management Committee shall then form an Appeals Sub-Committee, comprising of 3 members who were not part of the Disciplinary Sub-Committee. The Appeals Sub-Committee will consider the appeal and grant an oral hearing to the member if so requested.

The Appeals Sub-Committee shall have the power to reverse or confirm the decision of the Disciplinary Sub-Committee.

(iv) Stage 4:

The member will receive a written admonishment, suspension or expulsion notice which will be signed by the President of the Club. This notice will contain details of any sanction imposed such as the length of any suspension and details of any suspension from competition. When a juvenile member is suspended his or her parents/guardians may be informed.

3. All members of the Club shall be subject to the above disciplinary procedure.

RULES FOR USE OF CRUSADER'S CLUB HOUSE AND INDOOR TRACK.

- As a member of the Club you agree to comply with the rules of the club house.
- The club house may only be used when an authorised key holder is present.
- Only fully paid up members are allowed enter – Invitations to guests must be pre cleared with the Treasurer to ensure insurance compliance.
- No individual training allowed: - at least two people required to be present.
- Juveniles – must have the permission from a Juvenile coach to enter and there must be at least two adults present
- The club house will only be opened at agreed times - any unauthorised access may result in membership cancellation.
- Spikes – 5mm or shorter spikes only
NO spikes allowed in changing rooms.
- No fizzy drinks, chewing gum, spitting, smoking, vaping allowed.
- No notices may be placed on walls except by permission of the Management Committee.
- Only equipment provided by the Club is allowed in the club house – except with the permission of a member of the Management Committee.
- Club house heating and water heating may only be adjusted by an authorised person.
- Any accidents should be reported immediately to the key holder.
- Last out must ensure all lights and showers are turned off, all doors and windows are locked and set alarm.
- No littering.