

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.

The Club wants each athlete to feel a part of the Club and to be proud when wearing the Club's colours in competition. Above all, it is important that members experience an enjoyable time during their membership and reach their own personal goals and strive to fulfil their potential.

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. Normal training times are on Tuesdays and Thursdays at the designated times fixed by the coaches.
2. Other training sessions are organised from time to time depending on the particular requirements of the members.
3. A good attendance record is required for members wishing to take part in competition.
4. The coaches of junior members may, at their discretion, contact the parents of an athlete whose attendance is unsatisfactory.
5. Members taking part in non-club athletic training should inform their coach in advance.
6. The playing of other games is strictly forbidden during training sessions.
7. The use of mobile phones is not permitted during training.
8. Runners or spikes must be worn at all times.
9. Members should follow the training programmes devised in conjunction with their coach.
10. Any athlete arriving late for training may be refused permission to train.

COMPETITION

1. Club colours must be worn in all competitions.
11. Trials may be held to select members for relay teams and due notice will be given to all candidates.
12. Members who wish to be considered for trial must attend at the place, date and times specified and comply with all the directions of the coach designated to organise the trials.
13. If an athlete is chosen to represent the Club, Dublin, Leinster, Ireland or any representative or national team in any competition they must inform their coach. Once selected an athlete cannot withdraw from such event without the permission of the Club.

14. An athlete will receive adequate and reasonable notice of upcoming competitions. This notice is normally given at training sessions so failure to attend training may result in an athlete missing a competition.
15. 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 in the Club 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
 - (vi) Chewing gum
 - (vii) Alcohol consumption or substance abuse
 - (viii) Use of any performance enhancing drug or substance
16. The playing of electronic audio devices such as ipods, cassette tapes, radios or cds is forbidden at all times during training and competition.
17. 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.

SECURITY AND SAFETY

An objective of the Club is to provide an environment where members can feel safe, not only to train and take part in competition, but also to progress and befriend others. The instructions issued by coaching staff are issued with the members' safety and welfare in mind. Accordingly members should complete all exercises, especially warm ups and cooling down exercises, as failure to do so can cause pain or injury.

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.

18. 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.
19. 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.
20. 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.

21. 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. Assess the wellbeing and safety of participants at all times.
22. Build and develop an appropriate working relationship with members based on mutual trust and respect.
23. Ensure that all activities are appropriate to the age, ability and experience of members.
24. Promote the positive aspects of the sport of athletics.
25. Display high standards of behaviour.
26. Follow all guidelines laid down by the Athletics Association of Ireland.
27. Hold appropriate qualifications and where necessary insurance cover and/or ensure club insurance policies are in place.
28. Never exercise undue influence over participants for any gain or advantage or improved results.
29. Take such measures deemed necessary to prohibit rule violations, rough play or the use of prohibited substances.
30. Encourage participants to value their performances.
31. Encourage and guide participants to accept responsibility for their own performance and behaviour.
32. Never use foul and inappropriate language.

33. Never engage in sexual relations with anyone under the age of 18 or vulnerable adults.
34. Be familiar with and implement all Club policies and procedures.
35. 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.

CESSATION OF MEMBERSHIP

1. 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 owned 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.
36. Failure to pay any arrears of contributions or subscriptions within six calendar months of the due date will result in automatic cessation of membership. If at any time a member gives the Management Committee a satisfactory explanation, the member may be re-admitted to membership at the discretion of the Management Committee. The Management Committee will also determine whether or not arrears must be settled as a condition of re-admission.
37. Notwithstanding the above, the Management Committee shall have the power to expel any member whose subscription is six months in arrears provided that one month's Notice in writing shall have been sent to such member by registered letter or recorded delivery to his last known address informing him/her of the proposed action of the Management Committee.
38. 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.

MISCELLANEOUS

1. The Club accepts no responsibility for loss or damage to members' personal belongings.
39. All equipment and facilities provided by the Club or any event organised by the Club must be respected at all times.
40. Transport to and from training and competitions remains the responsibility of the athlete and/or their parents. The Club will assist with transfer to and from competitions where possible. Where transport is arranged by the Club, members should use this transport in order to ensure that such action is viable.
41. 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.
42. Annual membership subscriptions must be paid on request to the Club unless arrangements are made for exemption.
43. Senior members and parents/guardians of junior members are expected to attend the Club's annual general meeting – due notice will be given in advance.
44. Members and their families are expected to assist in fundraising.

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.

45. 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.
46. 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 suspension notice which will be signed by the President of the Club. This suspension 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 their parents/guardians may be informed.

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