



Code of Conduct Policy (Coaches, Officials, Members & Participants)

Welsh Boxing (WABA) is committed to fairness and providing a sport and work environment in which all individuals are treated with respect. WABA supports equal opportunity and prohibits discriminatory practices.

Members of WABA and participants in the WABA's programmes and activities are expected to conduct themselves at all times in a manner consistent with the values of WABA. Any conduct that may violate these values may be subject to penalties in accordance with the WABA's Disciplinary Policy.

Outlined below is the Code of Conduct, compliance with the code is a requirement for participation in any WABA event or any time when conduct is relevant to WABA. This code does not establish a complete set of rules that prescribes every aspect of appropriate behaviour.

All coaches, officials, organisers, volunteers, directors, members and athletes of WABA have a responsibility to:

1. Maintain and enhance the dignity, self-esteem and well-being of coaches, officials, members and participants of WABA by:

- Showing respect to all individuals irrespective of gender, ethnic or racial origin, sexual orientation, age, marital status, religion, political belief, disability or economic status;
- Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, directors and members;
- Demonstrating the spirit of sportsmanship, sports leadership and ethical conduct and practices and will recognise, respect and adhere to the authority of the WABA's appointed coaches and team leaders;
- Not making inappropriate comments or behave in such a way as to incite others;
- Applauding all athletes irrespective of the result;
- All spectators refraining from entering the field of play (ringside area) at all times;
- Refraining from taking video and/or photographs, without specific permission to do so;
- Ensuring that all programs provide for the safety and the physical, psychological and emotional well-being of participants;
- Ensuring that the rules of the sport, whether WABA rules or those of the Show/Club and the spirit of such rules are adhered to. Not doing so may lead to the boxer you are supporting to be warned or even disqualified.

2. Avoid excessive consumption of alcoholic beverages in social situations associated with WABA events.

3. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods.

4. **Respect the confidentiality of personal and privileged information and share confidential information only with the consent of those entitled to confidentiality or in a way that the individual involved cannot be identified.**
5. **Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct that is cruel, intimidating, humiliating, offensive or physically harmful.**
6. **Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual advances or conduct of a sexual nature, when submitting or rejecting this conduct influences decisions which affect the individual such conduct has the purpose or effect of diminishing performance, or such conduct creates an intimidating, hostile or offensive environment.**
7. **Refrain, when using E technology such as Social Media sites, texts, e mails etc. from bringing, WABA, any member of WABA, or themselves, into disrepute, either by their behaviour, comments, inappropriate language or photographs, and must be aware at all times that they are in the public domain, where their comments could be read worldwide, and where such comments could cause embarrassment to WABA, and or its members. Comments which appear on any Social Network site or in any other public domain such as Texts, E Mails, etc. could be used as evidence in a Court of Law. Any misuse of the above, could result in suspension from WABA.**
8. **Refrain, when using E technology, from entering into a one-to-one E correspondence with children. To comply with WABA regulations, a third party at least must be included in the correspondence. A suggestion to cover such eventuality would be to include a Parent or other Club member.**
9. **Comply at all times with the Constitution, bylaws, policies, rules and regulations of the WABA, as adopted and amended, including complying with any contracts or agreements executed with WABA, this includes the Anti-Fraud, Bribery, Corruption, Illegal Betting and Gambling Policy.**

All WABA Coaches also have a responsibility to adhere to the WABA Code of Conduct for Coaches and Volunteers. Also, Coaches must ensure they comply with the WABA Safeguarding Policy and hold a current DBS enhanced certificate, this is a legal requirement to work with children.

All WABA Officials (Referees/Judges, Computer Operators and Team Managers etc.) also have a responsibility to adhere to the WABA Code of Conduct for Coaches and Volunteers.

All WABA Athletes also have a responsibility to adhere to the WABA Code of Conduct for Athletes. Where an athlete is a member of the WABA Performance Programme, he/she must also comply at all times with the provisions of the WABA Welsh Performance Programme Code of Conduct.

All Parents/Carer/Guardians also have a responsibility to adhere to the WABA Code of Conduct for Parent/Carer/Guardians.

Please ensure when accompanying children, there must be a minimum of 2 adults at all times (The only exception would be in the case of an extreme emergency)

Anything that goes against the above will not be tolerated and could lead to a WABA Disciplinary charge and ultimately action taken against you or possibly the club or boxer you are supporting.

If there is any complaint, please lodge such complaint through the appropriate channels, i.e. with the Club Coach, who would in turn approach the official in charge of the tournament.