

BRITISH TRIATHLON TECHNICAL OFFICIAL CODE OF PRACTICE



BRITISH
TRIATHLON



TRIATHLON
ENGLAND



TRIATHLON
SCOTLAND



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WHAT IS A CODE OF PRACTICE?

A code of practice defines what is considered good and correct behaviour of all British Triathlon Technical Officials and Motorcycle Officials, hereafter collectively referred to as Technical Officials.

It reflects the values of British Triathlon, and outlines the expected conduct of Technical Officials in carrying out their role.

It will also be used as a benchmark to assess whether certain behaviours are acceptable or not. As a qualified Technical Official, you are expected to adhere to this code of practice at all times, as well as all other British Triathlon policies and standards.

BREACH OF THE CODE OF PRACTICE

Breaches of the British Triathlon Technical Official Code of Practice could be subject to education, training, disciplinary action, and sanction by British Triathlon or Home Nation, or legal and statutory service proceedings where criminal offence has taken place.

BRITISH TRIATHLON CODE OF ETHICS

Technical Officials are bound and expected to uphold at all times British Triathlon Code of Ethics as well as the Technical Official Code of Practice.

British Triathlon is committed to upholding and protecting the organisation's vision and values, and to upholding the highest possible standards of sporting integrity.

The Code of Ethics defines how we expect everyone in triathlon to conduct themselves whenever they are involved with swim, bike, run. In doing so this will build welcoming, safe, and inclusive environments for everyone in our sport to enjoy.

BE PEOPLE CENTRED

1. Nurture environments to promote great experiences in swim, bike, run
2. Foster a culture where everyone feels valued and safe
3. Inspire, motivate, and make a positive difference to the people around you

BE INCLUSIVE

4. Promote and help make a more equal, diverse, and inclusive triathlon community and culture
5. Embrace diversity and recognise and respect everyone in triathlon
6. Listen to diverse opinions, perspectives and demonstrate a willingness to allow everyone to succeed and participate

DO WHAT'S RIGHT

7. Behave with honesty, kindness, respect, and integrity
8. Treat everyone equally and fairly
9. Lead by example and champion the rights of every individual to participate in triathlon

BE AMBITIOUS

10. Be passionate about doing your best
11. Create a positive impact
12. Be innovative, dynamic, and creative

THE CODE OF PRACTICE IS DIVIDED INTO FIVE AREAS

1 RESPECT FOR PARTICIPANTS

2 INTEGRITY IN RELATIONSHIPS

3 RESPONSIBILITIES: BEHAVIOURS AND CONDUCT

4 PROFESSIONAL RESPONSIBILITIES

5 FAIR PLAY PRINCIPLES

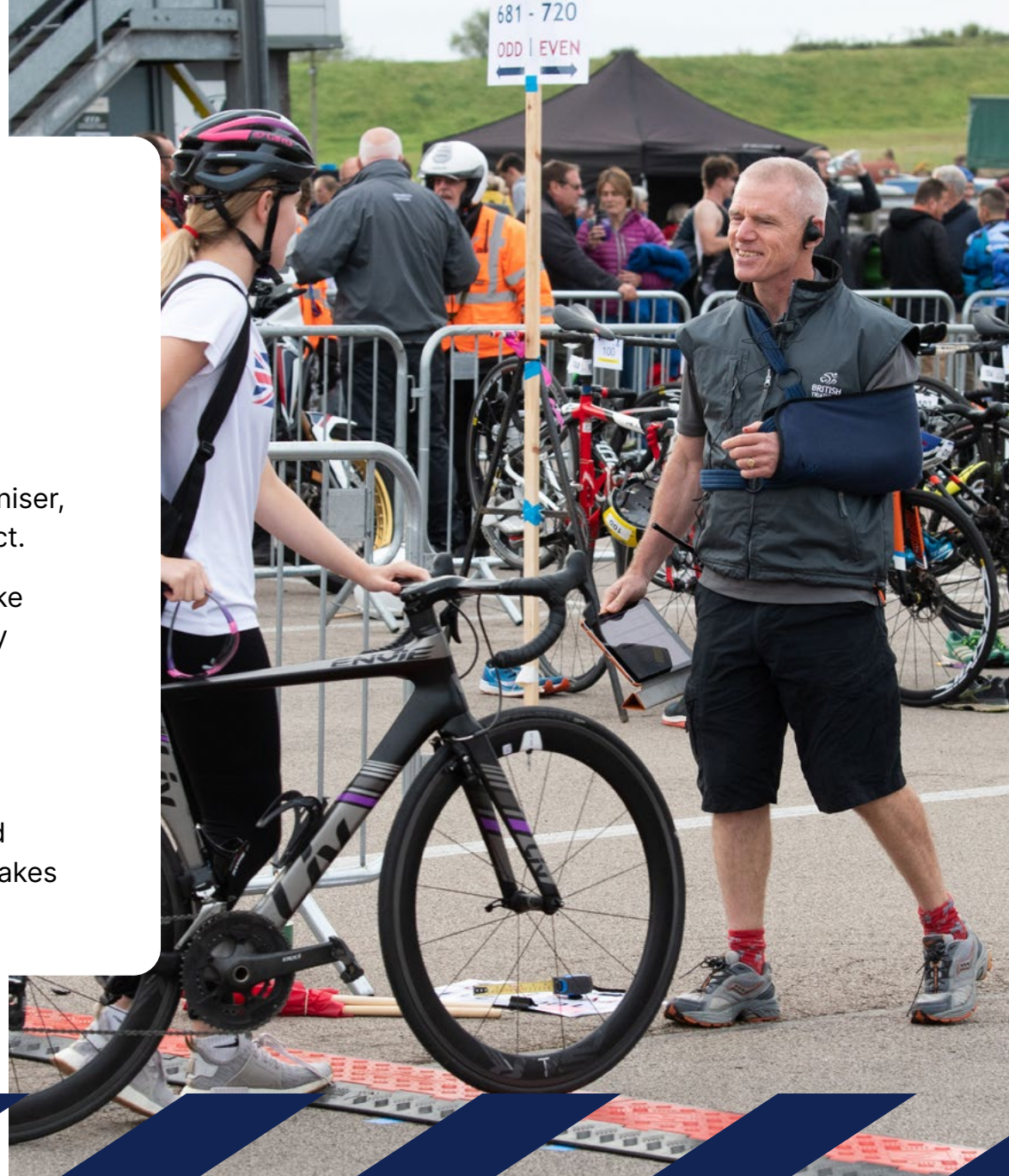
1 RESPECT FOR PARTICIPANTS

- Always proactively educate and interact with competitors to prevent penalties being issued, though recognise when it may be appropriate to issue a penalty.
- Always adopt an open, friendly, and respectful tone when communicating, through both verbal and non-verbal communication.



2 INTEGRITY IN RELATIONSHIPS

- Develop a positive working relationship with the Event Organiser, event staff and volunteers based on mutual trust and respect.
- Raise any concerns with the Event Organiser but do not make event operational changes yourself unless competitor safety is in immediate danger.
- Do not amend any Competition Rules without prior approval from British Triathlon, unless within the scope of rule 1.6.a.
- Be free to discuss infringements with Technical Officials and competitors, and respect that the Chief Technical Official makes the final decision on penalties.



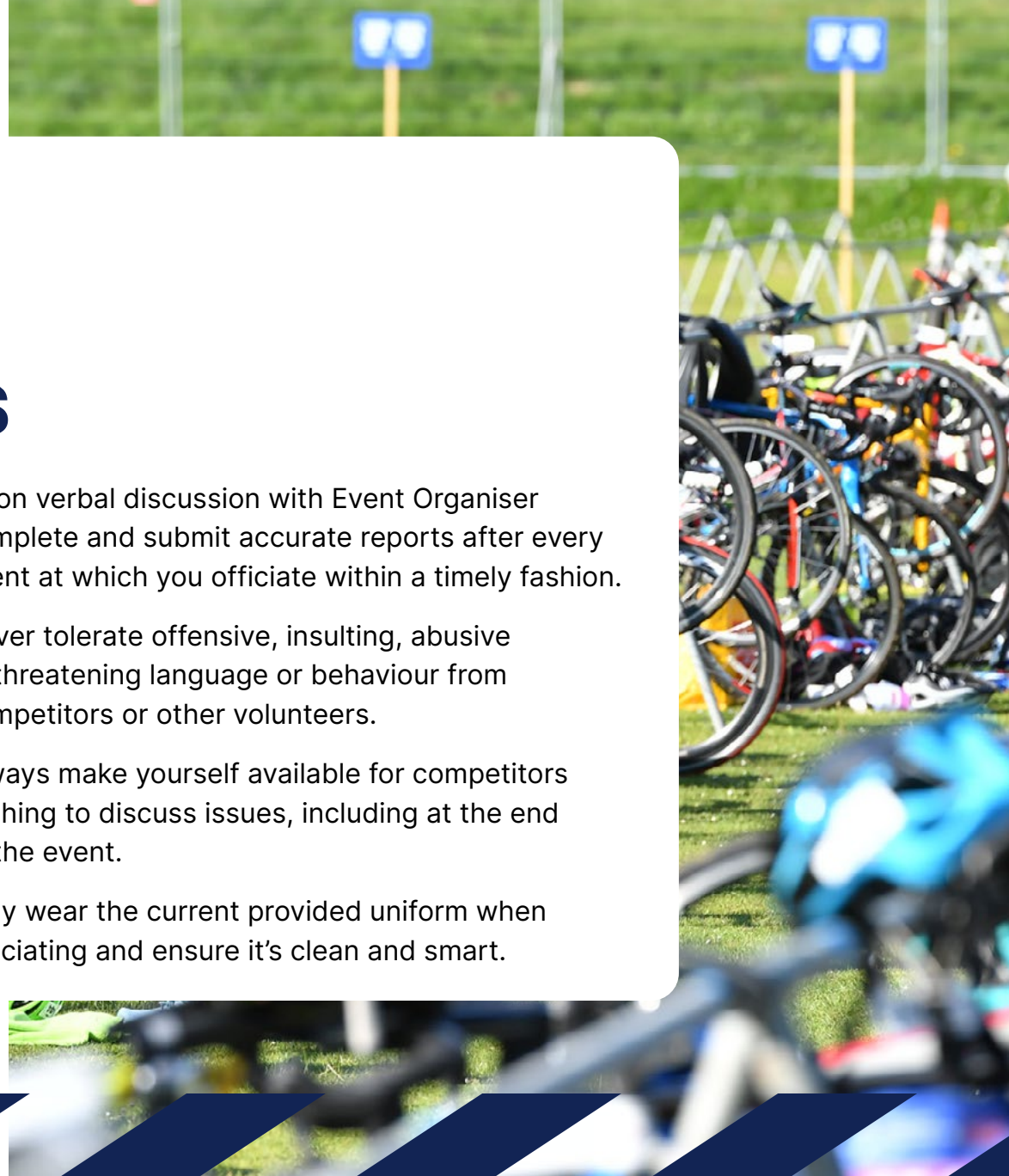
3 RESPONSIBILITIES: BEHAVIOURS AND CONDUCT

- Never take any action that could bring the sport into disrepute or use abusive, threatening, or insulting language to anyone. This includes raising your voice unless for safety reasons.
- Refrain from making negative comments about any event, or anything associated with it (whether you are directly or indirectly involved) on any form of social media before, during or after the event without first getting agreement from the Event Organiser.
- Never have any form of pet or animal whilst carrying out Technical Official duties. Approval is needed for assistance animals.
- Not attend any event whilst under the influence of alcohol, prohibited drugs and substances.



4 PROFESSIONAL RESPONSIBILITIES

- Only officiate at events that have received a Home Nation Association Event Permit.
- Be committed to maintaining a good knowledge of the most recent version of the rules and ongoing personal development.
- Be responsible and accept responsibility for your actions.
- Abide by the Technical Official expenses policy.
- Maintain an active lifestyle that supports mobility and long periods of standing.
- Upon verbal discussion with Event Organiser complete and submit accurate reports after every event at which you officiate within a timely fashion.
- Never tolerate offensive, insulting, abusive or threatening language or behaviour from competitors or other volunteers.
- Always make yourself available for competitors wishing to discuss issues, including at the end of the event.
- Only wear the current provided uniform when officiating and ensure it's clean and smart.



5 FAIR PLAY PRINCIPLES

- Always abide by the British Triathlon Competition Rules.
- Always apply the Competition Rules with impartiality whilst recognising the range of experience of competitors.
- Stand by the decisions that you make but demonstrate humility if incorrect and the decisions needs to be changed. Gather as much information as possible by speaking to competitors and gather as much evidence as possible to make any decisions.



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