



## Code of Conduct

The code of conduct outlines good practice procedures required of those participating in Cairn Community Games, regardless of what role they may play in doing so. It also aims to create an atmosphere of fairness, integrity, and respect among participants, coaches, athletes, officials, and supporters in all Cairn Community Games activities. It covers the behaviour of all involved before, during, and after the activity or training is conducted, no matter the environment.

Participants, Coaches, Supporters, Parents/Guardians, Referees/Officials, All Committees and Board Members, Staff and other personnel should recognise the pivotal role that each and many others, play in the development of Cairn Community Games Competitions, and should always support one another when fulfilling their roles.

This code of conduct addresses the minimum levels of behaviour, conduct and good practice procedures. Outlined within the code of conduct template, are the following relevant roles:

- Participants
- Coaches
- Supporters
- Parents/Guardians
- Referees/Officials
- Areas & Area Members
- County, Provincial and National Committees
- Staff Members

It also emphasises the role of parents/guardians and supporters in supporting the positive development of young participants and avoiding actions that can have a lasting emotional effect on them.

Breaches of this Code of Conduct will be dealt with under the Cairn Community Games Complaints and Disciplinary Policy.

## CODE OF CONDUCT

### Positive Conduct

All participants (Coaches/Selectors/Assistants, Supporters, Parents/ Guardians, Referees/Officials, Area and other personnel) should:

- Put welfare of Children first.
- Adopt the code of conduct as the basic level of agreement between the Area and the participants, the coaches, referee/officials, parents/ guardians and supporters and others who may be involved in Cairn Community Games Activities.
- Ensure that Cairn Community Games activities are played and conducted in accordance with disciplined and sporting behaviour and acknowledge that it is not sufficient to rely solely upon the referees/officials to uphold the code of conduct.
- Promote the responsibility and accountability for their conduct in accordance with the policies, procedures and further codes of conduct in Cairn Community Game.
- Respect fellow participants, members, officials, volunteers and opponents regardless of gender, civil status, family status, sexual orientation, age, disability, race, religion, and membership of the Traveller community.
- Respect the decisions of all referees/officials, Committees and Appeals bodies as may be used from time to time.
- Maintain, demonstrate and promote the highest standards of respect.
- Demonstrate a positive attitude to the activities of Cairn Community Games.
- Listen to coaches, referees, and officials.
- Actively discourage participants from abusing referees, officials, members, or opponents.
- Promote the reputation of Cairn Community Games and take all steps to prevent bringing the organisation into disrepute.
- Respect the rights, dignity and worth of every person.
- Act as good role models.
- Implement, support, and promote the code of conduct.
- Maintain, demonstrate and promote the highest standards of integrity.
- Promote the highest standards of personal conduct.
- Comply with the policies and procedures within Cairn Community Games.
- Promote and support fair play.
- Encourage and applaud good performances and effort from participants and opponents alike, regardless of the result.
- Thank opponents and officials at the end of competitions.
- Show respect to your fellow competitors. Without them there would be no activities or competitions.
- Only enter the sporting environment with the referee's/official's permission.
- Promote Fair Play and encourage all participants and fellow officials to always play by the rules of Cairn Community Games Activities.
- Ensure that all activities are inclusive and allow all players to participate in an enjoyable way.
- Involve parents/guardians and other Area members in a culture of promotion of best practice.
- Ensure safe induction and supervision of volunteers/employees where applicable to your position.
- Act with integrity and objectivity in Cairn Community Games Actives.
- Encourage fair play and ensure safety is paramount in sport.
- Be qualified and up to date with the latest rules, coaching knowledge and skills where applicable to your position.

### Positive Conduct Continued

- Participate in continuous professional development when required and other supports to maintain and improve performance where applicable to your position.
- If working with under 18's you **must undertake agreed Garda Vetting** and recruitment procedures in Keeping with Cairn Community Games Volunteer Recruitment Procedure.
- Attend training where specified and required by Cairn Community Games and Sport Ireland guidance.
- Demonstrate appropriate good behaviour by not using foul language, and by not engaging in abusive language or deeds or by harassing participants, supporters, coaches, or referees/officials.
- Show appreciation to volunteers, coaches, clubs, and officials.
- Communicate decisions to participants in an effective and constructive manner in consideration of the age groups taking part.
- Deal with dissent firmly and fairly.
- Remain positive when dealing with participants and/or coaches, parents/guardians, and supporters.
- Work as a team with other referee/officials when required.
- Maintain composure regardless of the circumstances.
- Report breaches of the code of conduct to the appropriate person or committee.
- Cooperate with any investigation in respect of an alleged breach of the code of conduct.
- Understand and implement the complaints and disciplinary procedures of Cairn Community games.
- Manage disciplinary matters appropriately.
- Report misconduct of participants or supporters' conscious of the fact that such matters may be followed up in accordance with rules set by Cairn Community Games.
- Ensure complaints including rumours are not ignored and are dealt with appropriately, following the relevant procedures.
- Report incidents/accidents to the relevant persons.
- Report incidents/accidents to the parents or guardians (if a child under the age of 18 is involved).
- Keep and store securely all documentation in a confidential manner with respect to meetings, correspondence, and minutes of committee meetings where applicable to your role.
- Set up, maintain, revise, and implement policies and procedures in the best interests of participants and taking into consideration the best interest of the Area/committee and/or Cairn Community Games.

## Breaches of the Code of Conduct

Breaches of the Code of Conduct will be dealt with using Cairn Community Games Complaints and Disciplinary Policy.

Participants (Coaches/Selectors/Assistants, Supporters, Parents/ Guardians, Referees/Officials, Area and other personnel) **MUST NOT**,

- Shout, argue, abuse physically or verbally referees/officials, at any time.
- Shout, argue, abuse physically or verbally participants, supporters, parents guardians, or any other participant at any time.
- Shout at or argue with their coach, participants or opponents.
- Use violence towards participants, coaches, officials, opponents, or supporters.
- Use unfair or bullying tactics to gain advantage or isolate other participants.
- Use unacceptable language or racial and/or sectarian or homophobic references towards a participant, an opponent, coach, official or supporter by words, deeds, or gestures.
- Use foul language or provocative language/gestures or behaviour towards any participant, coach, referee/official or supporter.
- Use any other forms of abuse.
- Lose their temper.
- Abuse, threaten or intimidate a referee/official/participant/volunteer, on or off the sporting environment.
- Do anything which is likely to intimidate, offend, insult, humiliate or discriminate against any other person on the ground of their gender, civil status, family status, sexual orientation, age, disability, race, religion, and membership of the Traveller community.
- Ridicule or scold a participant for making a mistake during the sport or competition.
- Use social media to abuse participants, opponents, coaches, referees/officials, volunteers or other individuals.
- Use social media or social media apps for the distribution of offensive content, to taunt, bully or racially abuse others.
- Use social media to implicate or undermine participants, opponents, coaches, referees/officials, volunteers or other individuals.
- Publish or cause to be published criticism of the way any area/club/organisation/committee handled or resolved any dispute or disciplinary matter resulting from a breach of the code of conduct or rules of the sport or activities.
- Behave or act in any way that infringes the rules of Cairn Community Games Activities or that seeks to gain an unfair advantage.
- Aggressively challenge a referees'/officials decision or integrity.
- Enter, before, during or after the sporting environment in which the sport is being conducted, unless authorised to do so.
- Berate your own child or any other child for their standard of play.
- Embarrass a child or use sarcastic remarks towards a player, official, volunteer or other individuals involved in your sport.
- Undertake any other unsporting like behaviour.

## SELF-DECLARATIONS

I acknowledge that I have read, understand, and accept the code of conduct and I agree to be bound by the areas set out in the code of conduct while participating or attending Cairn Community Games in any capacity.

Signed:

Role(s):

Date:

## REPORTING & SANCTIONS

Participants, Coaches, Supporters, Parents/Guardians, Referees/Officials & Committees should report breaches of the code of conduct to the appropriate person or committee within the Area/County or Nationally as per the reporting/complaints procedure.

Any breaches of the above-mentioned points within the code of conduct will be investigated by the relevant committee or body identified in the Complaints and Disciplinary Policy in respect of a breach shall be conducted in accordance with the Cairn Community Games disciplinary procedures set out in their policies and procedures.

The following sanctions may be applied in the event of breaches of this Code of Conduct.

- A caution, a warning as to future conduct, or a reprimand
- A monetary fine
- The requirement to replay the sport/activity at such time and at such venue as is thought fit
- The forfeiture of, and/or the granting to another Area, the competitive decision deemed appropriate by any appeals committee
- The banning of Area supporters from an event
- The suspension or expulsion, in part or in full, of the Area, player or person for such period as may be deemed appropriate
- Such other penalty or sanction as may be deemed appropriate

Incidents of alleged breaches of Cairn Community Games Safeguarding Policy shall be referred to the National Childrens Officer and may also involve sanctions outlined in Cairn Community Games Disciplinary Policy

Incidents of alleged criminal behaviour or suspected criminal behaviour should be reported to the relevant authorities.