



GBS Officials' Code of Conduct

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Definitions

“Bullying”	means any offensive, intimidating, malicious, or insulting behaviour involving a misuse of “power” that can make a person feel vulnerable, upset, humiliated, undermined, or threatened;
“Competition”	means an Event or series of Events conducted over one or more days, including a National or International Competition;
“Code of Conduct”	means the GBS Officials’ Code of Conduct;
“Discrimination”	means being treated unfairly because of a characteristic that is legally protected by the Equality Act 2010;
“Event”	means a single, race, match or contest;
“GBS”	means GB Snowsport Ltd.;
“GBS Athlete”	means an athlete who is part of a GBS Team/GBS Squad;
“GBS CEO”	means the Chief Executive of GBS;
“GBS Discipline Committee”	means a committee for each GBS discipline who work with the GBS Board to fulfil the organisation’s mission in regards to that specific discipline;
“GBS Squad”	means a set of athletes selected to represent GBS for the competitive season;
“GBS Staff”	means staff who are employed by, or acting as a consultant to, GBS;
“GBS Team”	means a set of athletes selected to represent GBS at a major Event;
“GBS Volunteer”	means volunteers who work for GBS without pay;
“GBS Website”	means the official GBS website; https://www.gbsnowsport.com/ ;

“Harassment”	means any unwanted behaviour which is found to be offensive or which results in a feeling of intimidation or humiliation;
“Head Coach”	means the person responsible for the coaching delivery within a GBS programme;
“Officials”	means all GBS Officials, including coaches, support staff, GBS Discipline Committee members, and volunteers;
“Team Manager”	means the manager of a GBS Team;
“Unacceptable Behaviour”	means the behaviours of Bullying, Harassment, Discrimination, and Victimization;
“Victimisation”	means any bad treatment directed towards someone who has made or is believed to have made or supported a complaint under this Policy or the Equality Act 2010.

1. Introduction

- 1.1. This document contains the GBS Officials' Code of Conduct (the "Code of Conduct") and sets out a code of conduct, general obligations, and the behaviour expected of any Official.
- 1.2. Officials who by virtue of their selection, nomination, employment, or appointment agree either:
 - 1.2.1. to become a member of any GBS Discipline Committee;
 - 1.2.2. to appear on any list or pre-list of Officials maintained by GBS and relating to any of the disciplines of snowsport; or
 - 1.2.3. to be employed by GBS either as a salaried employee or as a consultant on a consultancy basis.
- 1.3. A person should not agree to be an Official unless they are able to fully comply with the Code of Conduct. GBS acknowledges that some Officials participate in GBS activities on a voluntary basis, and that they are committed to maintaining and improving the standing of GBS and the sport of ski and snowboard nationally and internationally.
- 1.4. The Code of Conduct constitutes a legally binding agreement between GBS and an Official.

Aims

- 1.5. To promote ethics, professionalism, and integrity within GBS and any GBS Team/GBS Squad.
- 1.6. To explain what is expected of you and that your actions, appearance, conduct, and demeanour will affect not only yourself, but also GBS and any GBS Team/GBS Squad.

Scope

- 1.7. Failure to comply with the Code of Conduct will lead to disciplinary action in accordance with the GBS Disciplinary Policy. In addition, if your conduct is unlawful or illegal you may be personally liable or criminally liable with respect to civil and/or criminal proceedings, claims, or actions. GBS accepts no liability for legal breaches by Officials regarding the Code of Conduct.

- 1.8. The Code of Conduct is designed to be read in conjunction with the GBS Internet and Email policy, the GBS Social Media Policy, the GBS Telephony Policy, the GBS Dignity and Respect Policy, the GBS Equality and Diversity Policy, the GBS Anti-Corruption Policy, and the GBS Disciplinary Policy that are published by GBS. These documents may receive revisions and updates occasionally, with the most up to date versions being available on the GBS Website.

2. General Obligations

- 2.1. Officials shall:
 - 2.1.1. comply with reasonable directions issued by the GBS Discipline Committee and reasonable directions of the relevant Head Coach;
 - 2.1.2. not be involved in, nor persist with any conduct or activity that he/she knows or ought to have known may bring themselves, the GBS Team/GBS Squad, GBS, or the sport into disrepute, contempt, scandal, or ridicule;
 - 2.1.3. not knowingly be involved in a situation which may bring themselves, the GBS Team/GBS Squad, GBS, or the sport into disrepute, contempt, scandal or ridicule;
 - 2.1.4. not be involved in any conduct or activity that he/she knows or reasonably ought to have known may harm the name or reputation of GBS or any sponsor of GBS, or GBS' relationship or contractual obligation with any GBS sponsor;
 - 2.1.5. not allow any breach of the Code of Conduct to go unchallenged or overlook any breach that may have occurred;
 - 2.1.6. report any serious breach of any GBS policies, codes, or standards and must not prevent or attempt to prevent any other member of GBS Staff, GBS Athlete, or GBS Volunteer from doing so.

3. Code of Conduct

Behaviour

- 3.1. Officials are always expected to:
 - 3.1.1. Demonstrate exemplary behaviour. This includes acting in a responsible and respectful manner to others to project a positive image of snowsport to all athletes, their families, Officials, spectators, and the general public.
 - 3.1.2. Be sensitive to local codes and customs. This is a matter of importance at the international Events where members of the GBS Team are present as guests of the host nation.
 - 3.1.3. Abide by the GBS Dignity and Respect Policy. Unacceptable Behaviour will not be tolerated in any form, whether it be physical, verbal, or psychological. Such behaviours covered by that policy include Bullying, Harassment, Discrimination, and Victimisation.
 - 3.1.4. Ensure that they do not make offensive or abusive remarks, jokes, suggestive comments, derogatory comments, or create/use offensive nicknames.
 - 3.1.5. Ensure that they do not display behaviour that may bring GBS or the nation of Great Britain into disrepute.
- 3.2. Any Official who believes they have been subject to any form of Unacceptable Behaviour, by either another member of GBS Staff, GBS Athlete, or GBS Volunteer, should inform the GBS CEO.

Communications

- 3.3. Officials are expected to behave responsibly and respectfully when using any social networking site or application, telephony system, text messaging service, or any other form of communication when regarding GBS or any member of GBS Staff, GBS Athlete, or GBS Volunteer. Officials must abide by the GBS Telephony Policy, GBS Social Media Policy, and GBS Internet and Email Policy.
- 3.4. Officials are also expected to demonstrate appropriate use of mobile phones and consider the negative impact it may have on the performance of their work related responsibilities.

Smoking and Alcohol

- 3.5. Officials must follow GBS' dry team ethos. From the day upon which a GBS Team/GBS Squad is assembled until it is disbanded during an Event or Competition, no Official is permitted to drink alcohol or to purchase or knowingly have alcohol in their possession without the consent of the Team Manager or Head Coach. The ethos may be relaxed for celebrations or other occasions involving (in either case) the GBS Team/GBS Squad as a whole at the discretion of the Team Manager or Head Coach.
- 3.6. Officials are not permitted to smoke cigarettes, electronic cigarettes, cigars, any form of tobacco, or any other similar substances at any point whilst representing GBS or the nation of Great Britain.

Illegal Substances

- 3.7. Officials are not permitted under any circumstances to practise the activities of taking, supplying, or administering any illegal substance found within any category at any time. This includes adhering to the World Anti-Doping Code 2015 (WADC).

Corruption

- 3.8. Officials must abide by the GBS Anti-Corruption Policy. Under no circumstances are Officials permitted to involve themselves in the act of betting, match fixing, fraud, or bribery during an Event in which the GBS Team/GBS Squad or a GBS Athlete is involved (including providing any assistance to a third party).

Competitions and Events

- 3.9. Officials should accept every victory and defeat with dignity and decency. The decisions of other Officials should not be questioned unless through the accepted procedures for doing so.
- 3.10. Officials must agree to deal with any differences of opinions or conflicts in respect of any Competition decisions through accepted processes.

Clothing

- 3.11. When supplied with a uniform or other representational apparel, it is to be worn as required. It is your responsibility to ensure that its presentation standards reflect the values of GBS.
- 3.12. Officials must wear the uniform supplied at all times when participating as an Official, appearing in a GBS context, or at any other time as directed by the Head Coach.

Wellbeing

- 3.13. Officials must always have a concern for the safety and wellbeing of GBS Athletes. There should be a sensible balance between performance demands and the GBS Athlete's physical, mental, social, and developmental needs. Any activity that is organised by an Official must be suitable for the age, maturity, and ability of the GBS Athlete.

Inappropriate Relationships

- 3.14. Officials must strictly maintain a clear boundary between friendship and intimacy with all athletes and must not conduct inappropriate relationships. Relationships with athletes can cause significant problems for other members of the GBS Team/GBS Squad, raising concerns of favouritism and/or Victimisation should the relationship later end.
- 3.15. Officials are strongly recommended not to enter into an intimate relationship with athletes of any age.
- 3.16. Any relationship deemed inappropriate will be subject to disciplinary action.
- 3.17. Sexual or intimate relationships with any athlete aged under 18 will result in disciplinary action and will be reported to statutory agencies including the Police if criminal behaviour is suspected.

4. Safeguarding

- 4.1. Officials have an obligation to protect both young people and adults at risk from any abuse or unethical behaviour while they remain in their care.
- 4.2. All Officials must abide by the GBS Safeguarding Policy.

5. Violation of the Code

- 5.1. Failure to comply with the Code of Conduct will result in the application of the GBS Disciplinary Policy.
- 5.2. Any Official who has reasonable grounds to suspect that a member of GBS Staff, GBS Athlete, or GBS Volunteer may be in breach of any of the Clauses within the Code of Conduct is required to inform the GBS CEO.

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