



## **GBS Athletes' Code of Conduct**

## Contents

Definitions	3
1. Introduction	5
Aims	5
Scope	5
2. General Obligations	5
3. Code of Conduct	6
Behaviour	6
Communications	7
Smoking and Alcohol	7
Illegal Substances	7
Corruption	7
Competitions and Events	7
Clothing	8
4. Anti-Doping	8
Application of Anti-Doping Rules	8
Written Agreement Provisions	8
Disciplinary Actions	8
5. Safeguarding	9
6. Violation of the Code	9

## Definitions

“Athlete”	means any athlete who is part of a GBS Team or a GBS Squad;
“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;
“Code of Conduct”	means the GBS Athletes’ Code of Conduct;
“Competition”	means an Event or series of Events conducted over one or more days, including a National or International Competition;
“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;
“FIS”	means the International Ski Federation;
“GBS”	means GB Snowsport Ltd.;
“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 SLT”	means the GBS Senior Leadership Team;
“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;
“Performance Director”	Means the person with responsibility for leading and delivering the performance programme for GBS.
“IPC”	means the International Paralympic Committee;
“Officials”	means all GBS Officials, including coaches, support staff, Discipline Committee members, and volunteers;
“Squad Members”	means Athletes that are part of a GBS Squad, selected to represent GBS for the competitive season;
“Team Manager”	means the manager of a GBS Team;
“Team Members”	means Athletes that are part of a GBS Team, selected to represent GBS at a major Event;
“Unacceptable Behaviour”	means the behaviours of Bullying, Harassment, Discrimination, and Victimisation;
“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 GB Snowsport (GBS) Athletes' Code of Conduct ("the Code of Conduct") and sets out a code of conduct, general obligations, and the behaviour all Athletes who are selected to be a member of a GBS Team or GBS Squad will be expected to comply with. Breach of the Code of Conduct may lead to action under the GBS Disciplinary Policy (Athletes), which may include action such as suspension or expulsion from the GBS Team/GBS Squad.
- 1.2. An Athlete should not agree to be a Team Member or Squad Member unless they are able to fully comply with the Code of Conduct.

### Aims

- 1.3. To promote ethics, professionalism, and integrity within GBS and any GBS Team/GBS Squad.
- 4.4. To explain what is expected of athletes following selection to a GBS Team/GBS Squad.

### Scope

- 1.5. The Code of Conduct applies to Athletes as part of the GBS Squad Members Agreement. Athletes are deemed to have ~~already~~ agreed to abide by the Code of Conduct as part of their Athlete commitments.
- 1.6. Failure to comply with the Code of Conduct may lead to disciplinary action in line with the GBS Disciplinary Policy (Athlete). If an athletes conduct ~~your conduct~~ is unlawful or illegal, the athlete may be personally or criminally liable with respect to civil and/or criminal proceedings, claims, or actions.
- 1.7. GBS accepts no liability for legal breaches by Athletes regarding the Code of Conduct.
- 1.8. The Code of Conduct is designed to be read in conjunction with the GBS Sport Integrity Unacceptable Behaviour (UAB) Policy, GBS Internet and Email policy, the GBS Social Media Policy, the GBS Telephony Policy, the GBS Equality and Diversity Policy, the GBS Anti-Corruption Policy, the GBS Complaints Policy and the GBS Disciplinary Policy (Athlete). 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. Athletes shall:

- 2.1.1. comply with all reasonable directions issued by the CEO (or as designated), Performance Director and reasonable directions of the relevant Head Coach;
- 2.1.2. not be involved in, nor persist with any conduct or activity that they know 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 they know or reasonably ought to have known may harm the name or reputation of GBS or any sponsor of GBS, or GBS's 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, Athlete, or GBS Volunteer from doing so.

### **3. Code of Conduct**

#### **Behaviour**

- 3.1. Athletes 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 other 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 international Events and Competitions where Athletes are present as guests of the host nation.
  - 3.1.3. Abide by the GBS Sport Integrity Unacceptable Behaviour (UAB). 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 or 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 Athlete who believes they have been subject to any form of Unacceptable Behaviour, by another Athlete, a member of GBS Staff, or GBS Volunteer, should follow the procedure set out in the GBS Sport Integrity Unacceptable Behaviour (UAB) Policy.

### **Communications**

- 3.3. Athletes 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, a GBS Partner, or any GBS Staff, Athlete, or GBS Volunteer. Athletes must abide by the [GBS Telephony Policy](#), [GBS Social Media Policy](#), and [GBS Internet and Email Policy](#).
- 3.4. Athletes are also expected to demonstrate appropriate use of mobile phones and consider the negative impact it may have on performance during training and Competition.

### **Smoking and Alcohol**

- 3.5. Athletes 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 Athlete is permitted to drink alcohol or to purchase or knowingly have alcohol in their possession without the consent of the Team Manager or Discipline 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 Discipline Head Coach.
- 3.6. No Athletes under 18 are allowed to drink alcohol at any time. Athletes must also abide by the alcohol laws of the country they are competing in.
- 3.7. Athletes 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**

- 3.8. Athletes are not permitted under any circumstances to practise the activities of taking, possessing, supplying, or administering any illegal substance found within any category at any time. More information on Anti-Doping can be found in Clause 4.
- 3.9. Athletes must further acknowledge that UKAD, another NADO, GBS, the British Olympic Association, the Sports Council, FIS, and IPC have the right to conduct random, without notice dope testing, both during the course of Competition and outside Competition.

### **Corruption**

- 3.10. Athletes must abide by the [GBS Anti-Corruption Policy](#). Under no circumstances are Athletes 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 an Athlete is involved (including providing any assistance to a third party).

### **Competitions and Events**

- 3.11. Athletes should accept every victory and defeat with dignity and decency. The decisions of Officials should not be questioned unless through the accepted procedures for doing

so.

- 3.12. Athletes must agree to deal with any differences of opinions or conflicts in respect of any Competition decisions through accepted processes.

### **Clothing**

- 3.13. 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.
- 3.14. Athletes must wear the uniform supplied at all times when participating as an Athlete, appearing in a GBS context, or at any other time as directed by the Head Coach or Performance Director.

## **4. Anti-Doping**

### **Application of Anti-Doping Rules**

- 4.1. The UK Anti-Doping Rules shall apply to and shall bind all Athletes and Officials under the jurisdiction of GBS. Those to whom these Rules apply include:
- 4.1.1. All Athletes and Officials who are members of, or licensed by GBS, including all GBS Teams and GBS Squads;
  - 4.1.2. All Athletes and Officials participating in Events, Competitions and other activities organised, convened, authorised or recognised by GBS;
  - 4.1.3. All Officials working with, treating or assisting an Athlete participating in a professional or sporting capacity; and
  - 4.1.4. Any other Athlete or Official who, by virtue of an accreditation, membership, licence, contractual arrangement or otherwise, is subject to the jurisdiction of GB Snowsport for the purposes of anti-doping, whether or not such person(s) is or are resident in the UK.
- 4.2. More information on UK Anti-Doping Rules and Violations can be found [here](#) (Rules) and [here](#) (Violations).

### **Written Agreement Provisions**

- 4.3. Athletes shall be deemed to have made themselves familiar with, and hereby agrees to be bound by the UK Anti-Doping Rules and to submit to the authority of UK Anti-Doping and any other appropriate body in the application and enforcement of those Rules.

### **Disciplinary Actions**

- 4.4. Athletes must cooperate fully with any investigations including anti-doping investigations or proceedings, whether conducted by UK Anti-Doping or any other competent body.



Failure to do so without acceptable justification may be treated as gross misconduct under the Code of Conduct.

- 4.5. If an Athlete commits an act of misconduct that relates to anti-doping but does not amount to a violation of the UK Anti-Doping Rules, GBS may bring disciplinary proceedings against that Athlete for such misconduct under Clause 6 of the Code of Conduct.

## **5. Safeguarding**

- 5.1. All Athletes must adhere to the [GBS Safeguarding Policies](#).

## **6. Violation of the Code**

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

<b>Owner:</b>	Board of GB Snowsport
<b>Version number:</b>	1.4
<b>Date last modified:</b>	April 19 2024
<b>Modified by:</b>	Sarah Hill & Vicky Gosling
<b>Authorised date:</b>	June 2024
<b>Authorising authority:</b>	Remuneration Committee of GB Snowsport
<b>Authorisation information:</b>	Approved by Remco June 2024;
<b>Next review date:</b>	September 2027
<b>File location:</b>	GB Snowsport