



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 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;
“Officials”	means all GBS Officials, including coaches, support staff, GBS Discipline Committee members, and volunteers;
“Performance Director”	Means the person with responsibility for leading and delivering the performance programme for GBS.
“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 conduct is expected of GBS Officials -

Scope

- 1.7. This Code of Conduct applies to all GBS Officials.
- 1.8. Failure to comply with the Code of Conduct may lead to disciplinary action in accordance with the GBS Disciplinary Policy. If an official's conduct is unlawful or illegal the Official may be personally liable or criminally liable with respect to civil and/or criminal proceedings, claims, or actions.
- 1.9. GBS accepts no liability for legal breaches by Officials regarding the Code of Conduct.
- 1.10. 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, 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.
 - 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' 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 Sport Integrity UAB 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 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 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 follow the procedure set out in the GB Snowsport UAB Policy.

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 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 Officials under 18 are allowed to drink alcohol at any time. Officials must also abide by the alcohol laws of the country they are competing in.
- 3.7. 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

- 3.8. Officials 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.

Corruption

- 3.9. 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

- 3.10. 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.
- 3.11. Officials must agree to deal with any differences of opinions or conflicts in respect of any Competition decisions through accepted processes.

Clothing

- 3.12. 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.
- 3.13. 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 or Performance Director.

Wellbeing

- 3.14. 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.
- 3.15. GBS also has measures put in place to care for Officials' own wellbeing such as safeguarding, mental health strategy, and the mental health referral pathway.

Inappropriate Relationships

- 3.16. Officials must strictly maintain professional relationships with other Officials and athletes. There must be a clear boundary between personal and professional relationships.
- 3.17. Officials are strongly recommended not to enter into an intimate relationship with athletes of any age. 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.
- 3.18. Officials must declare any existing relationships that exist outside of a professional remit at the point of engagement with GBS.
- 3.19. Officials must also declare any current or historical interaction (positive or negative) with an athlete or Official that could be perceived to influence professional judgement.
- 3.20. Any relationship deemed inappropriate may be subject to disciplinary action.
- 3.21. Sexual or intimate relationships with any athlete aged under 18 may result in disciplinary action and will be reported to statutory agencies including the Police if criminal behaviour is suspected.

4. Anti-Doping

Application of Anti-Doping Rules

- 4.1. The UK Anti-Doping Rules shall apply to and shall bind all Officials under the jurisdiction of GBS. Those to whom these Rules apply include:
 - 4.1.1. All Officials who are members of, or licensed by GBS;

- 4.1.2. All 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 Official who, by virtue of an accreditation, membership, licence, contractual arrangement or otherwise, is subject to the jurisdiction of GBS 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. Officials 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. Officials 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 Official 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 Official for such misconduct under Clause 6 of the Code of Conduct.

5. Safeguarding

- 5.1. 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.
- 5.2. All Officials must abide by the [GBS Safeguarding Policies](#).

6. Violation of the Code

- 6.1. Failure to comply with the Code of Conduct will result in the application of the GBS Disciplinary Policy.
- 6.2. 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.

I the undersigned agree to adhere to the GBS Officials' Code of Conduct (if applicable)

Signed:

Full name:

Date signed:

Owner:	Board of GB Snowsport
Version number:	1.3 4
Date last modified:	April 19 2024
Modified by:	Sarah Hill & Vicky Gosling
Authorised date:	April 29 2022
Authorising authority:	Board of GB Snowsport

Authorisation information:	Approved at Board meeting of April 29 2022; amended for UKAD 2022
Next review date:	September 2023
File location:	GB Snowsport