

BRITISH TRIATHLON TECHNICAL OFFICIAL CODE OF PRACTICE



britishtriathlon.org

THE CODE OF PRACTICE

This code of practice applies to all British Triathlon trainee and qualified technical officials and motorcycle officials, hereafter collectively referred to as technical officials, involved in the sport of triathlon and multisport under the jurisdiction of British Triathlon and the Home Nations.

As a technical official you are expected to adhere to this code of practice at all times, as well as all other British Triathlon policies, procedures or recognised standards.

All technical officials have a responsibility to act according to the highest standards of integrity, to ensure the reputation of the sport is beyond reproach.

This code of practice defines what is considered good and correct behaviour, it reflects the values to be upheld by technical officials, and outlines the expected conduct whilst you perform your duties. All technical officials have a responsibility to treat everyone with dignity, respect, sensitivity, and to expect to be treated the same way. Breaches of the Code of Practice could be subject to action and sanctions by British Triathlon or Home Nation.



BRITISH TRIATHLON CODE OF ETHICS

Technical officials are expected at all times to uphold British Triathlon's Code of Ethics and the Technical Official Code of Practice.

British Triathlon is committed to upholding the organisation's vision and values and 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.

Everyone in triathlon at all times must;

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 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



RESPECT FOR PARTICIPANTS

As a qualified technical official you must:

- Always act with respect for and do not make participants feel more or less worthy than others, on the basis of; gender, race, place of origin, ethnicity, athletic potential, sexual orientation, religion, political beliefs, socioeconomic status, marital status, age or any form of disability, and all technical officials should expect to be treated with the same respect and dignity.
- 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.



INTEGRITY IN RELATIONSHIPS

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As a qualified technical official you must:

- 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.
- Not amend any competition rules without prior approval from British Triathlon, unless within the scope of rule 1.6.a.
- Discuss freely infringements with technical officials and competitors, and respect that the chief technical official makes the final decision on penalties.
- Develop positive and appropriate working relationships with participants based on mutual trust and respect.



RESPONSIBILITIES: BEHAVIOURS AND CONDUCT

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As a qualified technical official you must:

- Always have regard to the best interests of the sport and event. Refrain from making negative comments publicly or otherwise about the sport or any event (whether directly or indirectly involved).
- Never have any form of pet or animal with you whilst carrying out technical official duties. Approval is needed for assistance animals.
- Not engage in behaviour that could reasonably be viewed or considered as inappropriate or is likely to bring the sport into disrepute.
- Avoid swearing, abusive language and must not engage in behaviour that is irresponsible or illegal, dangerous to you or others, or behaviour that constitutes bullying, harassment, poor practice, acts of violence or any form of abuse (physical, sexual, emotional, neglect, bullying). This includes raising your voice unless for safety reasons.
- Not use your position to incite or engage in sexual activity, inappropriate touching or communication, such as innuendo, flirting or inappropriate gestures and terms (in person or online or any other form of verbal or non-verbal communication) with athletes of any age.
- Avoid spending time alone with young athletes (under 18) unless clearly in the view of other adults. Challenge inappropriate behaviour and language by others and report any concerns from other technical officials, coaches, leaders, activators or other people involved in triathlon.
- Not smoke, vape, drink alcohol or take drugs when officiating or be under the influence of alcohol or drugs when operating in the professional capacity as a technical official.
- Act ethically, professionally, and with integrity and take responsibility for your actions.



PROFESSIONAL RESPONSIBILITIES

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As a qualified technical official you must:

- 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.
- Be fully prepared for the officiating task that is assigned to you.
- 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.



FAIR PLAY PRINCIPLES

As a qualified technical official you must:

- 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 decision 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.
- Always promote positive aspects of the sport such as fair play and never condone rule violations or the use of any illegal or prohibited substances.



Concerns regarding behaviour related to the British Triathlon technical official code of practice code should be made to concern@britishtriathlon.org.

British Triathlon has policies and procedures in place to ensure concerns regarding behaviour are dealt with appropriately. For more information, please [click here](#).

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Approved By **British Triathlon and the Home Nations**

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