

## Code of Conduct – October 2016

### 1.0 Introduction

**1.1** The Code of Conduct states the expectation of members of the club, and provides guidance on the club's representation and reputation. This document compliments, but does not supersede, current UK Athletics guidance of the conduct of affiliated amateur athletes. The Code of Conduct applies to all members of the club, and by becoming a paid member of the Norwich Road Runners, the individual agrees to observe and abide by the code of constitution, detailed henceforth.

**1.2** Any breach of this policy may result in disciplinary action being taken, as per the club's *Grievance and Disciplinary Procedure*. If members wish to make a complaint concerning the conduct of a member, they should speak to the Club Chairman or the Club Secretary.

### 2.0 Expectations of Members

**2.1** As a member of the Norwich Road Runners, and an amateur athlete as defined by UK Athletics, individuals are expected to:

- 2.1.1** Accept responsibility for their own behavior, actions and performance in training and in competition;
- 2.1.2** Treat others with fairness and respect, showing patience with others and respecting diversity;
- 2.1.3** Act in a dignified manner and not bring the sport or the club into disrepute;
- 2.1.4** Avoid swearing and abusive language, and irresponsible behaviour, including that which is dangerous to yourself and others, acts of violence, bullying, harassment and physical or sexual abuse;
- 2.1.5** Not engage in any activities that could bring the reputation of the club into disrepute.

### 3.0 Expectation of Members at Club Nights

**3.1** On designated club nights' members are expected to:

- 3.1.1** Arrive on time ready for the session, wearing appropriate clothing to the level of light outside and the weather conditions;
- 3.1.2** Act in a friendly and helpful manner towards newcomers to the club;
- 3.1.3** Make suitable arrangements for hydration and nutrition during and after training;
- 3.1.4** Accept responsibility for their own behavior, actions and performance in training;
- 3.1.5** Inform the coach of any medical conditions or medication you are currently taking, as well as any important information should an emergency occur. It is each member's responsibility to ensure they are fit to run by seeking medical advice before running, and having regular health checks with their GP or Doctor;
- 3.1.6** Respect and maintain club owned equipment, and not undertake any acts of vandalism or theft.

- 3.1.7** On distance run sessions, keep to the route set on the night. This ensures you are insured under the club's insurance with UK Athletics;
- 3.1.8** Never run alone – always run with a friend, other member or in a group. Before leaving the club all female runners must have someone else to run with;
- 3.1.9** When running it is best practice to call out to other runners if there is a hazard;
- 3.1.10** Safety over speed – ensure you stop at all junctions and use designated crossings, in case of unseen speeding vehicles, cyclists or pedestrians.
- 3.1.11** The club strongly advises you take a mobile phone with you, in case of an emergency.

## **4.0 Expectations of Members at Race Events**

### **4.1** When attending races members are expected to:

- 4.1.1** Wear the designated club vest as described in the club's constitution, when participating in the race as an 'affiliated' member of the club (defined as a race which is UKA or ARC Permitted – note this does not include 'parkrun');
- 4.1.2** Assist race organisers and race officials in any capacity that is required;
- 4.1.3** Observe and comply with any rules put in place by the event organisers;
- 4.1.4** Listen to and comply with marshal directions at all times;
- 4.1.5** Observe and comply with the UKA or ARC Rules for Competition when competing in races.
- 4.1.6** Not act in a manner that brings the reputation of the club into disrepute;
- 4.1.7** Refrain from engaging in any acts of verbal or physical abuse/aggression towards other race participants, marshals or spectators before, during and after a race.

### **4.2** Cheating – The club expects its members to participate in races in a manner which is 'of the spirit of road running'. With this in mind – any member found to be cheating in a race (and as a result is deemed to be cheating and has action taken against them by the race organisers or UK Athletics) may face disciplinary action from the club, as it brings the reputation of the club into disrepute.

## **5.0 Expectation of Coaches**

### **5.1** In delivering training sessions on behalf of the Norwich Road Runners:

- 5.2.1** All coaches will be awarded to at least 'Leadership in Running Fitness' level, and maintain responsibility for ensuring this is renewed when it expires;
- 5.2.2** Coaches will plan and deliver sessions in which any member of the club can participate, accounting for all levels of fitness;
- 5.2.3** Coaches will treat everyone who is participating in a coached session with dignity and respect, irrespective of their ability, gender, age, ethnic origin, religion, sexual orientation, disability or political persuasions;
- 5.2.4** Take into account the conditions in which the session will take place (i.e. location, weather) and take an informed decision about if it is safe for the session to take place.
- 5.2.5** Coaches and Athletes will treat each other with mutual trust and respect;

**5.2.6** Respect and maintain club owned equipment, and not undertake any acts of vandalism or theft.

## **6.0 Expectation of Committee Members**

**6.1** All members of the Management Committee, including Officers, are expected to:

- 6.1.1** Act in a manner which is representative of the club and its members;
- 6.1.2** Uphold the reputation of the club at all times;
- 6.1.3** Act in a manner which is fair and consistent towards all club members, regardless of their ability, gender, age, ethnic origin, religion, sexual orientation, disability or political persuasions;
- 6.1.4** Not undertake any activities from which the member will directly benefit from (monetary or otherwise);
- 6.1.5** Enact, and conduct club business in line with, the Club's Constitution, Code of Conduct, Grievance & Disciplinary Procedure and Officer Definitions.

## **7.0 Social Media**

**7.1** The club recognizes the positive impact social media has within the running community, in promoting the club both internally (within members) and externally. However, members should observe the following:

- 7.1.1** Members must, at all times, uphold the reputation of the club or the sport whenever posting about, or making reference to, the club and its activities, on website such as Twitter, Facebook, Instagram, any running forums, or media outlets;
- 7.1.2** Make any remarks (directly or indirectly) towards members, coaches and/or committee members that are discriminatory, abusive and/or intimidating;
- 7.1.3** Make any remarks (directly or indirectly) towards other clubs or their members that are discriminatory, abusive and/or intimidating;
- 7.1.4** Make inappropriate comments and/or remarks that have the potential to cause offense;
- 7.1.5** Utilise club social media channels for the promotion of goods and/or services from which individuals would benefit.

**7.2** Anyone found in breach of these rules may be banned from using these channels and may have disciplinary action taken against them. Administration of official club channels (i.e. Twitter Page, Facebook Group) on Social Media is the responsibility of the Communications Officer, a member of the Management Committee.

**7.3** Any request for information from media organisations should be directed to the Communications Officer, and not answered or commented on by members.