



MEMBERS CODE OF CONDUCT

This Code of Conduct outlines the responsibilities and standard of behaviour required of all members of the Team TriGuru Triathlon Club. This is to ensure that we are an inclusive club that enables all members to make the most of what we offer, but not at the expense of others.

This code complements the Codes of Practice and stated welfare policies of the [British Triathlon Federation](#), and has been written to reflect the particular character of Team TriGuru Triathlon Club, also referred to as TriGuru. The Code of Conduct may be amended from time to time at the discretion of the Committee.

Any breaches should be reported to the [Committee](#) as soon as is practicable, and may result in the offending member being suspended or expelled from the club.

Expected Standards of General Conduct

Members shall:

1. Respect the rights, dignity and worth of every person, be they adult or child, treating everyone equally, regardless of ability, gender, religion, age or sexual orientation.
 2. Respect the spirit of the sport, by providing encouragement and support to others and by volunteering at club events and races.
 3. Abide by Club and BTF rules, showing courtesy and respect to officials and their decisions.
 4. Promote the positive aspects of the sport and never display or condone the use of inappropriate or abusive language or behaviour, bullying, harassment, discrimination, physical violence, inappropriate relationships, or conduct that may be construed as unethical.
 5. Accept responsibility for their own behaviour. Parents of junior members, who are not members of the club, are also expected to accept responsibility for their own behaviour and conduct.
 6. Ensure all concerns of a child or adult safeguarding nature are referred to the Club Welfare Officer in line with BTF policy. Concerns of a more immediate nature should be raised with any member of the TriGuru Committee or coaching team present to enable immediate action to be taken if appropriate.
 7. Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
 8. Promote the good reputation and name of the club, never behaving or condoning others to behave in a manner that is liable to bring the club or the sport into disrepute
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On-line Code of Conduct

Social media provides an avenue for quick updates on training, events and developments within the club. It can be used in a positive way, for example, to make people aware of events, activities within the sport and to make positive statements about the successes and activities of the club, its members, volunteers, coaches and officials.

Members are welcome to use TriGuru's Social Media channels to promote personal items & activities, such as the sale of unwanted bikes or kit and social rides or runs. However, these channels should not be used to promote professional businesses or services. Members will be asked to remove any such content, or the content will be removed for them.

Any communications made by members through TriGuru's social media **MUST NOT**:

- 1. Bring the club or its members or sport into disrepute, for example, by:**
 - Making defamatory comments about individuals, the club or other organisations.
 - Posting inappropriate comments, images or content links. be seen to support a comment or post that would fall into any of the above categories.
 - Basically, if you wouldn't post it, then don't like, repost or retweet it.
- 2. Breach confidentiality, for example by:**
 - divulging information about an individual or organisation that is confidential.
 - revealing information held by the club, an individual or organisation where there would be reasonable expectation of breaching confidentiality.
- 3. Do anything that could be considered discriminatory, bullying or harassing of any individual, group or organisation for example by:**
 - making offensive or derogatory comments relating to gender, race, disability, sexual orientation, religion or age.
 - posting images that are discriminatory or offensive
 - supporting others who exhibit or support these traits.
- 4. No comment should ever be made about an individual or subject that:**
 - exposes someone to hatred, ridicule or contempt causes them to be shunned or avoided.
 - disparages them in their office, profession or trade.

Any member considered by the committee to have breached the online code of conduct is liable to be suspended or permanently removed from TriGuru's social media groups and potentially from the club entirely.
