

## Coaching Code of Conduct

### What is a Code of Conduct?

The code defines what is considered competent and correct behaviour of all triathlon coaches, by World Triathlon. It reflects the values held by the international coaching industry and outlines the expected conduct of coaches while they perform their duties on a day to day basis. It can also be used as a benchmark to assess whether certain behaviours are deemed acceptable or not acceptable. World Triathlon qualified triathlon coaches are expected to adhere to this code always.

Additionally, your National Federation may have a code of conduct or ethics, which you may be asked to abide by in addition to the World Triathlon Code.

In most cases these codes of conduct are consistent with each other and the terms ethics and conduct are used interchangeably.

The code of conduct is divided into six key areas:

- 1. Respect for Triathletes and Others.**
- 2. Integrity in Relationships.**
- 3. Personal Standards.**
- 4. Professional Responsibilities and Competency.**
- 5. Fair Play.**
- 6. Clean Sport (Anti-Doping)**

### 1. Respect for Triathletes and Others

The principle of respect for triathletes and others, challenges coaches to act in a manner respectful of the dignity and worth of everyone involved in triathlon. This principle is based on the principle that each person has value and is worthy of respect and should be free from harassment.

Acting with respect for triathletes and others means that coaches should not make them feel more or less worthy than others. Everyone should be treated as equals, regardless of gender, race, place of origin, athletic potential, sexual orientation, religion, political beliefs, socio-economic status, marital status, age or any form of disability, including distinguishing characteristics. The coach provides each participant with the same opportunities, showing no favouritism.

## 2. Integrity in Relationships

Developing strong professional relationships with triathletes and others is a central role of being an effective coach. However, it must be recognized that behaving with integrity is crucial and coaches will be expected to be honest, sincere, and honourable in their relationships with triathletes and others.

### Triathlon coaches:

- must not engage in behaviour that constitutes any form of direct or indirect abuse (verbal, physical, sexual, emotional, neglect, bullying);
- should promote the welfare and best interests of their triathletes, always;
- must have a high degree of self-awareness and the ability to reflect critically on how their values and opinions might influence or affect others;
- must avoid sexual intimacy with triathletes;
- should empower triathletes to be responsible for their own decisions and actions;
- should clarify the nature of the coaching services being offered to triathletes at the outset;
- should communicate and cooperate with all organizations and individuals in the best interests of triathletes;
- must follow the [World Triathlon Safeguarding and Anti-Harassment Policy](#) and any National Federation safeguarding and welfare guidelines and take the necessary actions if they have a concern over the well-being of any athlete. ;
- must keep to the rules of confidentiality. Coaches should only discuss matters concerning the athlete with other people only if he/she has the athlete's permission. The specific information that can be shared with a third party should also be agreed.

## 3. Personal Standards

Triathlon coaches must demonstrate proper personal behaviour and conduct always. Triathlon coaches should always:

- be fair, honest and considerate to triathletes and others in the sport, e.g. officials, club members, race organisers;
- make a personal commitment to providing a quality service to participants;
- not be under the influence of alcohol when operating in the professional capacity as the coach, this includes travelling to and from as well as delivering sessions;
- must be a positive role model for triathletes, the club and the sport of triathlon;
- take pride in being a coach, this includes, projecting an image of health, well-dressed, hygiene, appearance, and use of appropriate language and actions.

## 4. Professional Responsibilities and Competency

The principle of coaching responsibilities carries the expectation that the activities of all coaches will benefit society in general and will do no harm. Fundamental to the implementation of this principle is the notion of competence, which implies that coaches should be well-prepared and possess up-to-date knowledge of Triathlon, so they will be able to fulfil the duties and roles of the coach at the respective level.

### Triathlon coaches will:

- ensure that the environment is as safe as possible for training and competition, and minimize possible risks;
- ensure any physical contact with athletes is appropriate to the situation and necessary for the athletes' development – always ask prior permission if contact is required;
- promote the execution of safe and correct practices, always putting the safety and needs of participants first;
- be professional in their work and accept responsibility for their actions;
- make a commitment to providing a quality service to their triathletes;
- contribute to the development of triathlon coaching by exchanging knowledge and ideas with others;
- acknowledge the limitations of their knowledge and competence and seek professional development opportunities, as appropriate;
- obtain appropriate triathlon coaching qualifications to the level of operation and competence required;
- not allow their qualifications to be misrepresented in any way;
- ensure they hold a valid and appropriate insurance policy for their coaching activities;
- only use methods and techniques that they are confident in teaching, where they possess the qualifications and experience to enable safe competent practice.

## 5. Fair Play

Coaches and triathletes alike should abide by the principles of fair play during training and competition. Applying fair play principles implies that all those involved in sport recognize the importance of fairness, a respectful attitude and appropriate conduct when engaged in triathlon coaching duties and agree to model and promote them always.

The following are examples of fair play behaviours for coaches, (as well as triathletes, officials and parents):

- Operate within the rules and never seek to deliberately break a rule.
- Aim to compete fairly, using talent and ability to win; refuse to win by illegal means or by cheating.
- Respect all race and technical officials, coaches, administrators and their decisions without doubting their integrity.
- Recognise and acknowledge good performances by others.
- Maintain dignity in all circumstances and demonstrate self-control.
- Understand the rules and regulations and apply them with impartiality always.

## 6. Clean Sport (Anti-Doping)

Coaches should abide by the rules and guidelines imposed by World Triathlon, World Anti-doping Agency (WADA), NF and their National Anti-Doping Agency (NADO). Coaches should take a positive stance regarding clean sport and in particular:

- keep themselves up to date on the latest developments and changes in rules concerning anti-doping;
- seek to positively educate athletes and parents concerning anti-doping, including rules and implications;
- comply with and positively support anyone from a recognised agency in pursuit of their role to enforce clean sport.
- report suspicions concerning adverse behaviours of other coaches, athletes and entourages to WADA and/or World Triathlon.
- ensure athletes they work with are clean and support an anti-doping agenda within Triathlon.

### Breaches of the Code of Conduct

World Triathlon qualified triathlon coaches will, always, represent themselves and their triathletes, in a way which reflects positively on their National Federation, sport and World Triathlon.

All complaints will initially be dealt with via the World Triathlon Development, and World Triathlon will seek to resolve disputes amicably on a personal basis. If disputes cannot initially be resolved, then they will be dealt with according to the relevant World Triathlon [‘Complaints and Disciplinary Procedures’](#). *For Example, Anti-Doping breaches will go through the Anti-Doping Results Management Procedure.*

Any coaches found to be breaching the Code of Conduct, may be liable to having any coaching accreditation removed, suspensions or other disciplinary actions. The World Triathlon also reserves the right to communicate to relevant parties any breaches that the coach has been found guilty of, to protect the safety and reputation of the sport, World Triathlon, NFs and athletes alike.

For some breaches, the World Triathlon may require coaches to go through further education to ensure that they understand the issues and how best to act, before any accreditation is reinstated.