

# WORLD TRIATHLON CODE OF CONDUCT

*This Code of Conduct seeks to maintain the high standard of work, objectivity and effectiveness to which World Triathlon (hereinafter “TRI”) aspires.*

*TRI code of conduct aims to prevent all types of misconduct in order for TRI to safeguard its values and work ethics. This includes corruption, financial irregularities, sexual exploitation and harassment, bullying, violence and child exploitation.*

*Sections of TRI Code of Conduct deal with matters for which specific TRI policies already exist, as TRI Code of Conduct encompasses guidelines, procedures and standards of behavior set forth in other TRI Codes, Rules, Regulations and Policies.*

## **1. PURPOSE**

The purpose of this Code of Conduct is to promote the safety, the well-being, the fairness and accountability of TRI, its staff and Officials.

## **2. APPLICATION**

All staff and Officials are required to sign the Code of Conduct. The term staff refers to all employees, contracted staff and interns (hereinafter “*TRI Staff*”). In certain situations, individuals who are not staff members may be perceived as representing TRI, for example, in relation to TRI programs and partners. In these cases, these individuals may be asked to sign the Code of Conduct.

## **3. VIOLATION OF THE CODE OF CONDUCT**

TRI staff and Officials are responsible for upholding and promoting the highest standards of ethical and professional conduct. Knowledge, respect and common sense are some of the keywords that should be guiding the TRI staff and Officials work.

TRI staff and Officials shall carry out impartial assessment and authentication of beneficiaries and areas of project implementation in a fair and non-discriminatory manner and decisions shall not be defined on gender, race, nationality, ethnicity, and religion, political or other ideological affiliation.

Violation of the TRI Code of Conduct could lead to internal disciplinary actions, varying from a warning to dismissal. If warranted, criminal proceedings may be initiated.

## **4. TRI STAFF AND OFFICIALS WILL NEVER TAKE PART IN, CONTRIBUTE TO, OR TOLERATE:**

**Conflict of interest:** TRI Staff and Officials will avoid any inexpedient conflicts of interest – actual or potential – between their personal interest and the interest of TRI. TRI Staff will not use their professional status for private gain.

**Corruption:** Attempts to influence any person or process by offering, giving, receiving or soliciting advantages of any kind (*ref to World Triathlon anti-corruption policy*).

**Fraud:** Any intentional distortion or perversion of the truth, deceit, trickery or breach of confidence, relating to financial matters, materials, human resources, assets, services and/or

transactions for the purpose of personal gain or benefit, or the benefit of TRI (*ref to World Triathlon anti- corruption policy*).

**Harassment:** Harassment means acts, omissions or statements that have the purpose or effect of being offensive, frightening, intimidating, degrading, or humiliating. This includes harassment committed by or against members of the local community, partners, TRI staff, Officials, vendors, or any visitors. (*ref to World Triathlon Safeguarding policy*).

**Sexual harassment:** Sexual harassment means any form of unwanted sexual attention that has the purpose or effect of being offensive, frightening, intimidating, degrading, or humiliating (*ref to World Triathlon Safeguarding policy*).

**Sexual exploitation and abuse:** Any form of forced or unwanted sexual activity. It is sexual exploitation or abuse when an individual or group takes advantage of an imbalance of power to manipulate or coerce another person to engage in sexual activity for the financial, sexual or political benefit of the abuser. Sexual exploitation and abuse may take place in person, online or a combination of both. The perpetrator of sexual exploitation or abuse may use physical force, make threats or take advantage of a person unable to give consent. Sexual exploitation and abuse also include unwanted sexual attention that does not involve physical contact, such as sexualized comments and gestures and unwanted exposure to pornography. Sexual exploitation and abuse also include paying for sex with a sex worker (*ref to World Triathlon Safeguarding policy*).

**Child exploitation and abuse:** Child exploitation and abuse includes, but is not limited to, using inappropriate language or behavior when dealing with children, bullying and harassing a child verbally or physically, physical mistreatment, exposing a child to pornography, online grooming and trafficking. The consumption, purchase, sale, possession, or distribution of any form of child pornography is also prohibited (*ref to World Triathlon Safeguarding policy*).

**Sexual relationship with anyone under the age of 18:** A person under the age of 18 is defined as a child or minor (defined by the UN Convention on the Rights of the Child and in compliance with donors' requirement). Engaging in any sexual relationship with someone under the age of 18 is unacceptable, regardless of the age of majority or age of consent locally. Mistaken belief in the age of a child is not an adequate or acceptable defense (*ref to World Triathlon Safeguarding policy*).

**I DECLARE THAT I WILL:**

- Respect and promote fundamental human rights, without discrimination, and act with integrity.
- Encourage respect for the host country's laws, culture, and religion, insofar as these are not in conflict with international human rights standards.
- Comply with the TRI Codes, Rules Regulations and Policies.
- Never take part in, contribute to, or tolerate any of the behaviors that are described in Section 4 of this Code.
- Act in a transparent, open, and accountable manner.
- Not use any drugs or alcohol while performing my duties for TRI.
- Not use any social media platform in any way that could cause any harm to TRI and its reputation.
- Uphold and promote the highest standards of ethical and professional conduct.

***I hereby confirm that I have read and understood TRI's Code of Conduct and acknowledge that a breach thereof may lead to serious repercussions.***

**Full name (block capitals):** \_\_\_\_\_

**Position / Title:** \_\_\_\_\_

**Country:** \_\_\_\_\_

**Date / Place:** \_\_\_\_\_

**Signature:** \_\_\_\_\_