



Europe Triathlon Junior & Senior Cup  
2024, Safeguarding Policy.

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## Glossary & Acronyms

Child or Young Person/junior athlete	Defined as anyone under 18 years of age on the day of the event.
Safeguarding	Safeguarding in sport means protecting children and young people from abuse, preventing harm and promoting their wellbeing.
Child Protection	The process of protecting individual children identified as either suffering, or likely to suffer, significant harm as a result of abuse or neglect.
Codes of Conduct	Clearly stated expectations of the standard of behaviour for athletes, staff, coaches and volunteers fulfilling in attendance at the Europe Triathlon Cup.
Duty of Care	The legal and moral responsibility that we all have to keep children and adults at risk of harm safe
Safeguarding Lead Officer	Safeguarding Lead Officer - person/persons responsible for planning the safeguarding for the event, ensuring processes are adhered to at the event and making any follow up reports.
Parent/s/carer	A generic term to represent a person or people with legal parental responsibility for a child or young person. This term includes adults who may not be a child's birth parent.
Staff	Triathlon Ireland staff
ASP	Athlete Support Personnel

## Event Safeguarding Lead Officers

Name	Contact
Niamh O’Gorman, Event Safeguarding Lead Officer	<a href="mailto:niamh@triathlonireland.com">niamh@triathlonireland.com</a> +353 873627106
Mary Crosbie, Event Safeguarding Lead Officer	<a href="mailto:mary@triathlonireland.com">mary@triathlonireland.com</a> +353 873793721

The Safeguarding Lead Officers and safeguarding support team will be wearing navy vests on the day with ‘Safeguarding Officer’ or Safeguarding Support’ on the back.

## Safeguarding Context

***THIS SAFEGUARDING POLICY IS DESIGNED TO MINIMISE THE RISKS TO THE YOUNG PEOPLE TAKING PART AND TO MAXIMISE THEIR ENJOYMENT AND WELLBEING.***

### Legislation and Policies

The welfare of all attendees is paramount. Safeguarding and Child Protection protocols pertaining to the Europe Triathlon Cup will be in the context of Irish legislation and adhere to the [Triathlon Ireland Safeguarding policies](#) which are in line with Sport Ireland and Sport Northern. It is recognised that all participating federations will have policies in place to cover safeguarding and duty of care requirements for travelling to events. However, where these differ from the event and Triathlon Ireland Safeguarding policy protocols and Irish legislation, Europe Triathlon Cup event protocols outlined here will take precedence.

### Purpose of the Safeguarding policy

The purpose of the Safeguarding policy is to promote and ensure the well-being of those children and young people taking part in the Europe Triathlon Cup. Whilst most children and young people thoroughly enjoy their sport and have a great experience when travelling and taking part in events, some experience disruption, risk, abuse, harm or injury and bring with them the impact of concerns or worries that have occurred at home, school or in their wider community.

This policy and associated plan will ensure that all those responsible for the welfare of children

and young people:

- Understand their safeguarding role and responsibilities.
- Are suitably recruited, selected, trained and supported to fulfil these.
- Understand the procedures for responding to concerns about children's welfare.
- Are able to act on these appropriately and effectively.

All staff and volunteers involved in the 2024 Europe Triathlon Cup are required to read this Safeguarding policy carefully and to attend relevant safeguarding training to fulfil their respective responsibilities to ensure that all the procedures are followed in a consistent and coordinated manner.

A synopsis of the Safeguarding policy with key information will be issued to all athletes, coaches, athlete support personnel, photographers, external contractors.

A full copy of the Safeguarding policy will be distributed to staff, volunteers, local organising committee, Europe Triathlon and will be available with the event information.

## Principles

This Safeguarding policy is underpinned by the following principles.

- The welfare of the young athletes and all young people is paramount.  
All staff, volunteers and carers directly responsible for children and young people should ensure they are promoting the welfare of the children they are responsible for. In a sporting context this will include ensuring athletes are fit to race. For example, if an athlete has been advised by a medical practitioner to rest an injury they should not be competing or training until they have been given the all clear, encouraging/reminding athletes to stay hydrated and consume enough calories to allow them to perform.
- All competitors and young volunteers, whatever their age, gender, (including gender reassignment, culture, language, racial origin, religious beliefs, sexual identity or disability, have equal rights to safety and protection from harm.
- All safeguarding concerns or allegations of a child protection nature arising from the event, within the sport or outside of the sport, will be taken seriously and responded to swiftly and appropriately.

## Safeguarding Roles and Responsibilities

Visiting coaches and chaperones		
Name	Safeguarding Role	Responsibility
Visiting coach, Athlete support personnel/chaperone	Athlete support	Ensure athletes are safe at all times during their trip. Be available to athletes at all times. Read and abide by the safeguarding protocols for the event. Know how to contact emergency assistance if required. Hold medical information relevant to their athletes. Be available to chaperone if their athlete is selected for Anti -Doping tests.
Triathlon Ireland Staff, Race Organiser and External Contractors.		
Name	Safeguarding Role	Responsibility
Paul Mooney	Event Organiser	The Event Organiser is the person responsible for the overall running of the event. They have a legal and moral duty of care for all of those taking part through links with the Safeguarding Lead Officer, staff and volunteers.
Niamh O’Gorman  Mary Crosbie	Safeguarding Lead Officers	Ensure event Safeguarding policy is in place, ensure protocols are communicated in advance to all stakeholders. Support the race organiser. Be available to support athletes and coaches at the event. Ensure protocols are followed at the event. Receive any relevant reports and escalate any concerns where

		required.
Julie Dunne	Event & Volunteer coordinator	Liaise with the Event Safeguarding Lead Officers to ensure safe recruitment of volunteers, and adequate numbers. Ensure volunteers are supported.
Eimante Mikneviute	Triathlon Ireland Media team	Ensure photographers have signed in and have received and abide by the Triathlon Ireland photography guidelines and code of conduct. Ensure all video and images published are in line with the Triathlon Ireland photography guidelines and are stored correctly.

## Safe Recruitment

Both Safeguarding Lead Officers will have:

- Current Garda Vetting disclosures (Criminal checks).
- Current Sport Ireland Safeguarding 1, 2 and 3 qualifications.
- Safeguarding at events course complete (Child Protection in Sport Unit).
- Access to a database of volunteers safeguarding information including Garda vetting checks and Safeguarding training.
- Attended a pre-event site visit

All Staff and volunteers in relevant roles will have:

- Completed, in date Garda Vetting/Access Northern Ireland checks.
- Completed Safeguarding 1 training/Safeguarding children and young people in sport.
- Completed a code of conduct.
- Familiarised themselves with the Safeguarding policy.
- Attended an event safeguarding briefing.

## Codes of Conduct

Codes of Conduct will be issued for athletes, coaches, staff, volunteers, external contractors and photographers. These will be available to view as part of this policy, on the event website and issued via email where emails are made available.

Compliance with codes of conduct is mandatory.

A breach of the codes of conduct must be reported to the Safeguarding Lead Officers and may result in disciplinary action. See the Codes of Conduct from page 19..

## Accommodation

Athletes will stay in accommodation with their team and coaches/carers. Coaches and chaperones travelling with young athletes have a duty of care for their athletes and are responsible for their athletes welfare while they are in the accommodation and at all times on the trip.

Triathlon Ireland guidelines outline the following in line with best practice in relation to travelling with young athletes and applies where the coach/chaperone/carer is not a parent/legal carer.

- Coaches and chaperones should not share a room with a junior athlete.
- Coaches and chaperones should not be alone with the junior athlete in either the coaches room or the room of the junior athlete.
- Any interactions, discussions, maintenance work on bikes etc. should take place in a common area.

## Travelling to Event

If parents/carers are not travelling with the athlete then it is recommended that two coaches/chaperones/ASP travel with athletes under 18 to ensure best practice in terms of ratios and ensuring no athlete is alone with a coach/chaperone/ASP. Coaches/chaperones/ASP should meet their own federations safeguarding requirements in terms of criminal checks and safeguarding training.



## Accreditation

There will be an accreditation system in place at the event.

Only people who have been provided with the appropriate accreditation will be allowed access into specific areas including the athletes lounge.

Coaches/chaperones will not be able to gain access to the changing area. There will be an athletes lounge area allocated where coaches and athletes can mix. Accreditation should not be shared or given to another person.

## Medical Provision

Medical provision will be provided on site. The Triathlon Ireland Safeguarding team and staff will liaise with the event medical coordinator to ensure a safe environment for any young people requiring medical attention at the Europe Triathlon Cup.

## Managing illness or Accident

- If any person at the Europe Triathlon Cup displays symptoms of any contagious illness, they must seek immediate advice from the Medical team on site.
- If any junior athlete requires medical treatment the Safeguarding Lead Officer will be informed so the coach or chaperone can be called and an incident report can be made. Where provided the Safeguarding Lead Officer will hold medical information of the young people at the event.
- If a junior athlete needs to be transported to hospital the athlete's coach or chaperone must attend with the athlete or follow them to the hospital as soon as possible. If additional support is required by the team to chaperone other athletes Triathlon Ireland staff can support.
- The Safeguarding Lead Officer should be informed as soon as possible about any medical assistance sought or provided to young people.

## Anti Doping

Sport Ireland will conduct testing at the event. Coaches should remain near the finish line to accompany the athlete during the test if required. If the athlete would prefer a different chaperone, Triathlon Ireland staff of both genders will be on hand to support and act in this role if required.

These staff members have completed Garda vetting criminal checks and safeguarding training. Additional anti doping information can be found in the athlete guide .

## Photography, Videos and Media

The information below covers both the taking and use of images and video at the Europe Triathlon Cup and post event in order to safeguard children and young people.

### Prior to the event

Young people and Parent/s/carer will be asked to give or decline permission for their child to be photographed or videoed. If permission is declined then the details will be logged and Triathlon Ireland photographers notified. No images of those young people will be published or stored, however it is possible that they will be captured in event video or social media streaming. The Triathlon Ireland media will endeavour to ensure that anyone who has declined photography permission will not appear in event live streams or videos.

All camera operators, including those from media outlets and Europe Triathlon will be required to register and agree to the Triathlon Ireland code of conduct and will receive the Triathlon Ireland photography guidelines. All Triathlon Ireland photographers will be identifiable in Triathlon Ireland media vests.

Any external contractors eg. food/coffee vans, medical team at the event will be issued with code of conduct and photography information prior to the event. They will be asked to ensure there are no young people in any images they take of their business.

### On event day

- All individuals wishing to take images or use a digital recording device will be required to register at the event and give contact details.
- Any staff and volunteers will be issued with photography guidelines and will be asked to register at the event.
- Triathlon Ireland will have a media team in attendance.
- Everyone registered to take images will be asked how they will be used e.g. personal (including social media sharing), websites, club promotion, NGB etc.
- All published images will reflect the safety requirements of the sport.
- Public Photography: If anyone at the event observes a member of the public taking images of children or young people that may be deemed inappropriate, this should be reported

immediately to the Safeguarding Lead Officer.

The following will *not* be permitted.

- Unsupervised access to competitors or one to one photo sessions.
- Unsupervised photo sessions outside of the sports competitions.
- Photography in the changing areas.

All requests for interviews, photographs etc, from any media personnel must be referred to the Triathlon Ireland Media lead. If any member of staff or volunteer is approached for a quote or interview, the journalist should be directed to the Triathlon Ireland Media lead.

### After the Event

Images and videos will be used to showcase the event and for publicity purposes. Only official photographs of the young people whose parent/s/carer have given their consent to photographs of their child being taken at the Europe Triathlon Cup will be used for publicity purposes.

Triathlon Ireland will take the audience and purpose into proper consideration when publishing any photographic material featuring young people from the Europe Triathlon Cup.

- Identification: Athletes will be wearing their federations Tri suit and so may be identifiable in the images. Image caption will be restricted to name, country and ranking. If images are used on any Triathlon Ireland social media platform, athletes personal profiles will not be tagged nor will their own posts/images be re-shared by any official accounts linked to Triathlon Ireland social media without permission. If the athlete tags Triathlon Ireland, Europe Triathlon or Worth Triathlon in an image or video on social media, this may be reshared across the federation platforms.
- Dress: Any young person featured in publicity will be wearing suitable attire.
- Storage: All images will be stored securely to ensure access is restricted to appropriate staff. This will help to prevent potentially inappropriate use of the collection.
- Interviews may be conducted with athletes, these will only be undertaken if the athlete gives permission and also if a team manager/Coach/Parent/Carer or other responsible adult is present at all times.

## Changing Areas and Athletes lounge

The changing area is for athletes only, coaches, ASP's, parents, staff or volunteers will not be permitted to enter the changing area while athletes are changing.

There will be specified time for athletes to use the changing areas and showers. Athletes may not enter the changing area outside of the specified time. There will be an allocated area for an athlete lounge which coaches, chaperones and ASPs can also access.

## Finish Area

Athletes to be directed from the finish area back to the event HQ. Coaches and ASP should be there on arrival to support them with any media or where Anti doping testing is required.

## Safeguarding procedures prior to the Europe Triathlon Cup

The Safeguarding Lead Officers will have:

- Developed the Safeguarding policy.
- Undertaken a safeguarding risk assessment of the event as part of the Event Management Plan.
- Used safe recruitment protocols to appoint volunteers in specific roles.
- Organised Safeguarding Training for relevant personnel.
- Organised a Safeguarding briefing for staff and volunteers.
- Ensured staff and volunteers have received Triathlon Ireland policies and the content of this Safeguarding policy.
- Ensured all external contractors have received safeguarding information

All participating Federations and delegations will have:

- Received this Safeguarding policy which contains their responsibilities while part of this event.
- Received the Triathlon Ireland codes of conduct.
- Received information regarding how to report any concerns.

## Safeguarding provision during the Europe Triathlon Cup

- The Safeguarding procedures outlined in this policy come into effect when the athletes arrive at the event until athletes leave the event with their delegation.
- The Safeguarding Lead Officers will manage safeguarding protocols and co-ordinate volunteers on the day including any adaptations that need to be made in response to any incidents to ensure a safe environment at the event.
- Both Safeguarding Lead Officers will be visible and available on the day.
- All marshalls, motorcycle officials and technical officials will be briefed before the start of the event regarding safeguarding protocols.
- Coaches and team managers are responsible for their athletes at all times during the event.

*Note: Triathlon Ireland staff including the Safeguarding Lead Officers will be available to athletes, coaches and athlete support personnel via email or phone before, during and after the event. Disclosures or reports can be made at any time.*

## Reporting Incidents or Concerns

Any incident or concern observed or experienced must be reported to the Safeguarding Lead Officers as soon as possible particularly if a young person is in immediate danger or at risk.

- Recognise - You have a concern, notice a problem or receive a direct disclosure.
- Respond - Reassure the individual, tell them what you will need to do and that you must pass on the concern.
- Refer - Make contact with the Event Safeguarding Lead Officer.
- Record - Who, what, where, when – use the reporting form to record the information.

### Who can receive reports

Reports can be made in the following ways:

- On the day of the event a report can be made directly to the Safeguarding Lead Officers.
- Prior to or after the event a report can be made via email or phone call to the Safeguarding Lead Officers.
- If there is an incident where a child is in immediate danger outside of the event you can contact the statutory authorities. The Gardaí (police) can be contacted in the event of an

emergency by dialling 999. The Safeguarding Lead Officer should still be informed of the incident.

- All relevant forms are held by the Safeguarding Lead Officers.

*Note: it is not an individual's responsibility to decide whether or not a child or young person has been abused or at risk. It is the responsibility of everyone to ensure that all safeguarding concerns (including those that may have been managed/responded to within the sport) are reported to the Safeguarding Lead Officers to ensure a whole event picture is available*

## What to report

### Category A

Concerns to be reported may include:

- General concerns about a child/children's welfare
- Any event or circumstance related to a child protection/ safeguarding incident including bullying, poor practice and discriminatory behaviour.
- Anti doping concerns.
- Suspicions or allegations of:
  - Misconduct/breach of code of conduct made against any member of staff, volunteer, athlete or athlete support personnel. This may include aggressive behaviour or language.
  - Abuse made against any member of staff or volunteer or other party on site.
  - Misconduct/breach of code of conduct/abuse made against an athlete, young official or young volunteer.
  - Abuse within a child's family or team.
  - Abuse against an athlete, young official or young volunteer.

## Types of Abuse

Physical abuse is deliberately physically hurting a child. It might take a variety of different forms, including hitting, biting, pinching, shaking, throwing, poisoning, burning or scalding, drowning or suffocating a child.

Neglect is the failure to provide for a child's basic needs, whether it be adequate food, clothing, hygiene, supervision or shelter that is likely to result in the serious impairment of a child's health or development. Children who are neglected often also suffer from other types of abuse.

Sexual abuse occurs when others use and exploit children sexually for their own gratification or gain or the gratification of others. Sexual abuse may involve physical contact, including assault by penetration (for example, rape, or oral sex) or non-penetrative acts such as masturbation, kissing,

rubbing and touching outside clothing. It may include non-contact activities, such as involving children in the production of sexual images, forcing children to look at sexual images or watch sexual activities, encouraging children to behave in sexually inappropriate ways or grooming a child in preparation for abuse (including via e-technology). Sexual abuse can be perpetrated by adult men or women or other children.

Emotional abuse is the persistent emotional maltreatment of a child. It is also sometimes called psychological abuse and it can have severe and persistent adverse effects on a child's emotional development. Emotional abuse may involve deliberately telling a child that they are worthless, or unloved and inadequate. It may include not giving a child opportunities to express their views, deliberately silencing them, or 'making fun' of what they say or how they communicate. Emotional abuse may involve bullying – including online bullying through social networks, online games or mobile phones – by a child's peers.

Exploitation is the intentional ill-treatment, manipulation or abuse of power and control over a child or young person; to take selfish or unfair advantage of a child or young person or situation, for personal gain. It may manifest itself in many forms such as child labour, slavery, servitude, engagement in criminal activity, begging, benefit or other financial fraud or child trafficking. It extends to the recruitment, transportation, transfer, harbouring or receipt of children for the purpose of exploitation. Exploitation can be sexual in nature.

Bullying is the repeated use of power, by one or more persons, intentionally to harm, hurt or adversely affect the rights or needs of another or others. Today the act of bullying includes cyber bullying. While often not as visible as other forms of bullying, cyber bullying is every bit as damaging to its victims and is extremely common amongst children today. Bullying can be:

- Physical - pushing, kicking, hitting, pinching, unwanted physical contact etc.
- Verbal - name-calling, sarcasm, spreading rumours, persistent teasing, racist / homophobic taunts, gestures
- Emotional - torment through ridicule, humiliation and the continual ignoring of individuals
- Sexual - unwanted physical contact or sexually abusive remarks
- Homophobic - focuses on a person's actual or alleged sexuality
- Racist - racial taunts, graffiti, gestures
- Cyberbullying - happens on social networks, games and mobile phones. Cyberbullying can include spreading rumours about someone, or posting nasty or embarrassing messages, images or videos.

## Category B

All accidents and incidents, no matter how trivial they might appear, should be reported. For example:

- Any injury to any part of a person's body.
- Any case requiring medical or first aid treatment.
- Any event or circumstance, which is believed, could have resulted in bodily injury, illness, shock or other condition requiring immediate treatment.
- Any event or circumstance which resulted in, or in which it is believed could have resulted in, a person's exposure to a substance hazardous to health.
- Any event or circumstance, which resulted in, or in which it is believed could have resulted in, damage to the site, equipment, vehicle or personal property.

## Sharing concerns or allegations with Team

### Managers/Coaches/Parent/s/Carer/Guardians

There are circumstances in which a young person might be placed at even greater risk if concerns are shared, e.g. where a coach, parent, guardian or carer may be responsible for the abuse or not able to respond to the situation appropriately. It is best practice to seek parental consent to refer to statutory agencies however, if this would place a child at risk of harm advice will be sought from TUSLA - the child and family agency.

## Safeguarding Panel

During the Event a Safeguarding Panel will be convened to make decisions on the initial responses to all reported cases in line with the Safeguarding policy.

The decisions will relate to:

- The immediate response at the event
- Decisions about what level each case will be dealt with (minor poor practice through to suspected abuse), and
- The route a case will take (no further action, referral in writing to employing/deploying organisation or NGB for disciplinary proceedings to be initiated and/or external referral to statutory agencies).
- Identify and act on any emerging themes such as bullying behaviour.

The Safeguarding panel will consist of 3 people. This will include the two Safeguarding Lead Officers and one other member of staff who has completed safeguarding protocols (Criminal



checks and Safeguarding training). The panel will have a terms of reference.

Where a safeguarding issue has been dealt with, the Safeguarding Panel will review and track actions (as required). A formal record of the Safeguarding Panel meetings will be kept for six months, after which time they will be archived appropriately.

## External Contractors

Any external contractors including the chip timing company, tea/coffee van, food truck will be subject to a code of conduct and photography guidelines. This will be provided to all external contractors in advance.

## Other Incidents/Accidents

Any other concerns related to young athletes at the event should also be reported to the Safeguarding Lead Officer. This could include:

- Accidents
- Injuries
- Incidents where a young athlete has had to drop out of the event
- Code of Conduct concerns
- An incident between two athletes
- Medical incident
- Anti Doping incident

## Missing participants

If a participant is reported missing the [missing child protocol](#) should be followed.

Key points:

- As soon as it is noticed or reported that a young person is missing, the Safeguarding Lead Officer should be informed.
- Marshalls on the course to be alerted via Zello/walkie talkie and information gathered regarding the last whereabouts and description of the young person. This should not be announced over the loudspeaker.

- Marshalls should only leave their post to search if it is safe to do so and if they are instructed to do so.
- Junior volunteers or other young athletes should not be part of the search.
- If the young person isn't found in the immediate vicinity then police will be informed within 20 minutes to ensure cars leaving the area can be checked.
- Safeguarding Lead Officer to be informed immediately when the young person is found.
- If a volunteer, marshall or staff member finds themselves alone with a young person they should alert the Safeguarding Lead Officer and stay in an open area with the young person until assistance arrives from the safeguarding team.
- If the young person is injured or needs assistance when found, medical support should also be alerted immediately. If they need assistance before medical assistance can arrive then consent should be granted by the young person before assisting them in any way if they are conscious and in a position to do so.

## Behaviour

### Sexual activity

In the Republic of Ireland under the Criminal Law (Sexual Offences) Act 2006 the age of consent is 17 years. Although the age of consent is under 18 amendments to the Criminal Law (Sexual Offences) Act 2006 prohibits a sexual relationship between a coach, a person in authority, and an athlete under 18. A person in authority for example a coach who engages in a sexual act with a child who has attained the age of 17 years but is under the age of 18 years shall be guilty of an offence.

Inappropriate or criminal sexual behaviour by coaches, athletes or athlete support personnel may result in disciplinary action as well as being investigated by the statutory authorities. .

### Legal and Illegal Substances

Athletes, coaches, athlete support personnel, volunteers and staff are not permitted to consume alcohol or take any illegal substances at the event.

### Criminal/anti-social behaviour

No type of criminal activity will be tolerated at the Europe Triathlon Cup event. Appropriate action (i.e. referral to the Police) will be taken which could result in criminal charges being made against the offender if criminal activity is observed or suspected.

Smoking (this includes cigarettes, e-cigarettes, cigars etc.)

In order to promote a positive image; Athletes, coaches, athlete support personnel, volunteers and staff that smoke will not do so in the presence of athletes or young volunteers whilst at the event or at the event HQ.

## Codes of Conduct

### Athletes Rights and Code of Conduct

This document will be accessed and agreed online, as part of the accreditation process.

A copy will be sent to Parent/s/carer/participating NGB's prior to the 2024 Europe Triathlon Cup.

*We want all athletes to have a positive experience within the parameters of this Code of Conduct*

Young triathletes are entitled to:

- Have fun and enjoy taking part in your sport.
- Be treated fairly, respectfully, sensitively and with dignity by everyone, adults and other athletes.
- Train and compete at a level that you are comfortable with.
- Be safe and feel safe and feel confident that you can say no.
- Have a voice in the decisions that affect you.
- Know who to talk to at the event if you feel unsafe.
- Feel comfortable making complaints and have them dealt with.
- Get help against bullying behaviours
- Be listened to and believed.
- Protect their own bodies.
- Confidentiality.

### Code of Conduct

I am aware that I am an ambassador for my country's federation and I take full responsibility for my actions. I have read this code of conduct, I understand the points set out below and agree to comply fully with them.

Any breach of this code of conduct could result in being sent home from the 2024 Europe Triathlon Cup and being subject to disciplinary action from the home country federation/Triathlon Ireland/Europe Triathlon/Statutory authorities which could jeopardise future participation within the sport.

- I will disclose any injury or condition which would impede my full participation at the 2024 Europe Triathlon Cup as an athlete to my National Governing Manager prior to the Europe Triathlon Cup, 2024.
- I will treat others with the respect and fairness that I would like them to show me, this includes my use of social networking sites. I will only access appropriate websites that will support my sports performance and the image of the 2024 Europe Triathlon Cup.
- I will respect the privacy of others and will observe the rule of no photography in the changing area.
- I will compete within the rules of my sport, and respect all officials and their decisions.
- I will wear my accreditation (outside my clothing) for the duration of the event and will only remove my accreditation when I leave the event area.
- I will demonstrate fair play on and off the sporting arena and will not use foul, abusive or offensive language in the real or a virtual environment.
- I will respect the differences between everyone at the 2024 Europe Triathlon Cup in terms of age, gender, including transgender, ethnicity, religious beliefs, sexual orientation or disability.
- I will promote myself and my sport in a positive light by not smoking (cigarettes or e-cigarettes), possessing, consuming or supplying alcohol, illegal and/or performance enhancing drugs.
- I will not post or share content about the 2024 Europe Triathlon Cup on social media or websites, images or text that is harmful, unkind or abusive
- I will not carry out, take part or promote initiation ceremonies or dares. \*

\*An 'Initiation Ceremony' is defined as:

An event in which athletes are expected to perform a task or tasks, as a means to gain credibility, status or entry into a group. This may be achieved by peer pressure (although not explicitly) and may compromise a person's inherent dignity by forcing or requiring an individual to partake in activities such as: drinking alcohol, eating mixtures of various foodstuffs, nudity and any other behaviour that may be deemed humiliating. This also extends to online initiation activities on social networking sites or blogs, etc. Individuals should not be pressured into

divulging personal information, be subject to comments, photos or images that demean or compromise the dignity of individuals or groups.

## Coaches/Chaperones/Parents/Athlete Support Personnel Code of Conduct

This document will be accessed and agreed online, as part of the accreditation process

*We want all coaches and support staff to have a positive experience within the parameters of this Code of Conduct*

I am aware that I am an ambassador for my country's federation and I take full responsibility for my actions. I have read this code of conduct, I understand the points set out below and agree to comply fully with them.

Any breach of this code of conduct could result in being sent home from the 2024 Europe Triathlon Cup and being subject to disciplinary action from the home country federation/Triathlon Ireland/Europe Triathlon/Statutory authorities which could jeopardise future participation within the sport.

Coaches/Chaperones/Athlete Support Personnel/Parents/Carers will:

- Respect the rights of the athlete in my care plus all the other athletes, officials, staff and volunteers.
- Promote relationships with athletes, officials and others that are based on openness, honesty, trust and respect.
- Wear their accreditation (outside their clothing) for the duration of the event.
- Will demonstrate proper personal and professional behaviour at all times, providing a positive role model for the athletes and young officials. This includes what they do outside of my role.
- Will respect the differences between everyone at the Europe Triathlon Cup in terms of age, gender (including transgender), ethnicity, religious beliefs, sexual orientation or disability.
- Will promote themselves in a positive light by not smoking (cigarettes or e-cigarettes), possessing, consuming or supplying alcohol, illegal and/or performance enhancing drugs, using or promoting the use of bad or offensive language for the duration of the trip while young people are in their care.

- Will not leave the athlete for whom they are the support staff/carer at any point during the trip and will ensure there is adequate supervision and support at all times.
- Will respond to any concerns about a child's or young person's welfare, working in partnership with others in the young person's best interests.
- If a child or young person shares their concerns, listen, stay calm, not make judgements or false promises and will in a timely manner inform the Event Safeguarding Lead.
- Will report any concerns to the Event Safeguarding Lead.
- Will cooperate with recommendations from medical and ancillary practitioners in the management of a child's medical or related problems
- Agree to abide by the Triathlon Ireland Safeguarding policies and procedures as well as the relevant Irish legislation while in the country for the Europe Triathlon Cup.
- Will not allow or engage in inappropriate physical contact of any kind or make sexually suggestive comments about or to a child or young person.
- Will not undermine the recommendations from medical and ancillary practitioners in the management of a child's medical or related problems
- Will not allow or engage in bullying behaviour, rough physical games, sexually provocative games.
- Will not exert undue influence over a participant in order to obtain personal benefit or reward.
- Will not take part in activity that will bring the Europe Triathlon Cup into disrepute
- Will not post or share on social networking sites or websites images or text that is harmful, abusive or that is in breach of the relevant policies, procedures and guidance set out by Triathlon Ireland and Europe Triathlon.

## Officials, Event Management team, Volunteers Code of Conduct

I am aware that I am an ambassador for my organisation and I take full responsibility for my actions. I have read this code of conduct, I understand the points set out below and agree to comply fully with them.

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I agree to read the [Safeguarding policy](#) for the event and abide by its content.

I understand that any breach of this code of conduct could result in me being sent home or withdrawn from the Europe Triathlon Junior Cup and subject to disciplinary action from Triathlon Ireland which could jeopardise my future participation within the sport.

Officials, Event Management team, Volunteers Code of Conduct will:

- Respect the rights and welfare of the athletes, coaches, other officials, staff and volunteers at all times.
- Promote relationships with athletes, coaches, staff, volunteers and supporters that are based on openness, honesty, trust and respect.
- Will show patience and understanding towards young athletes and support their welfare through the event.
- Will wear my accreditation and/or required kit for the duration of the event.
- Will demonstrate proper personal and professional behaviour at all times, providing a positive role model for the athletes and young officials and volunteers. This includes what they do outside of officiating duties.
- Will not consume any substances (legal or illegal) that will impair my judgement, take part in activities that will bring the sport, Triathlon Ireland or Europe Triathlon into disrepute.
- Will not condone rule violations or the use of prohibited substances.
- Will respect and adhere to the no alcohol policy of the Event and will not drink alcohol, smoke (cigarettes or e-cigarettes), use bad or offensive language or use inappropriate gestures in the presence of any young people or whilst in official Triathlon Ireland kit for

the duration of their role and responsibilities at the Europe Triathlon Cup.

- Will not engage in rough physical games, sexually provocative games or allow or engage in inappropriate touching of any kind, make sexually suggestive comments to or about a child including innuendo, flirting or inappropriate gestures and terms.
- Will not take a child alone in their car except in case of emergency where safeguarding lead has been informed or be alone with a child in an enclosed area.
- Will not post or share on social networking sites or websites images or text that is harmful, abusive or that is in breach of the relevant policies, procedures and guidance set out by Triathlon Ireland or Europe Triathlon.
- Will respect the differences between everyone at the event in terms of age, gender (including transgender), ethnicity, religious beliefs, sexual orientation or disability.
- Will respond to any concerns about a child's or young person's welfare, working in partnership with the Event Safeguarding Lead Officer in the young person's best interests.
- If a child or young person shares their concerns with, I listen, stay calm, not make judgements or false promises and will in a timely manner inform the Event Safeguarding Lead Officer.
- Will fully uphold the policies and regulations of Triathlon Ireland and the Europe Triathlon Cup.

## Media Code of Conduct

I am aware that I am an ambassador for my organisation and I take full responsibility for my actions. I have read this code of conduct, I understand the points set out below and agree to comply fully with them.

- I will wear my media vest all times whilst undertaking my role at the Europe Triathlon Cup.



- I will comply with the wishes of the athletes and promote their welfare and individual needs. This includes those athletes who have declined permission to have their photograph and image taken.
- I will only interview an athlete (including any individual photographs) in the presence of a nominated member of Team Staff for that sport or a member of staff from Triathlon Ireland.
- The images of young people will reflect a positive impression of the sport, will feature appropriate sports kit (including safety wear), and will be taken in a way that reduces the opportunities for their misinterpretation or abuse.
- I will maintain a professional relationship with athletes, officials and others that are based on openness, honesty, trust and respect.
- In the images I take, I will endeavour to reflect the range of young people at the event in terms of age, gender (including transgender), ethnicity, religious beliefs, sexual orientation or disability.
- I will respond to any concerns about a child's or young person's welfare, working in partnership with the event Safeguarding Lead Officer.
- If a child or young person shares any concerns with me I will listen, stay calm, not make judgements or false promises and will inform the Event Safeguarding Lead Officer.
- I will demonstrate proper personal and professional behaviour at all times, providing a positive role model for the athletes and young officials (this includes any use of the internet and social networking sites, not smoking (cigarettes or e cigarettes), possessing, consuming or supplying alcohol, illegal and/or performance enhancing drugs) .
- I will fully uphold the policies and regulations of Triathlon Ireland and Europe Triathlon at the event.

I understand that any breach of this code of conduct could result in my being sent home from the Europe Triathlon Cup and subject to disciplinary action from Triathlon Ireland could jeopardise my future participation within the sport.

## External Contractors Code of Conduct

- I understand there will be young people under the age of 18 at the Europe Triathlon Cup and there are Safeguarding policies in place to support their welfare.
- I have read this code of conduct, I understand the points set out below and agree to comply fully with them.
- I will respect and adhere to the no alcohol policy of the Event and will not drink alcohol, smoke (cigarettes or e-cigarettes), use bad or offensive language or use inappropriate gestures in the presence of any young people at the Europe Triathlon Cup.
- I will not allow or make sexually suggestive comments to or about a child including innuendo, flirting or inappropriate gestures and terms.
- I will not post or share on social networking sites or websites images or text that is harmful, abusive or that is in breach of the relevant policies, procedures and guidance set out by Triathlon Ireland or Europe Triathlon.
- I will ensure that any photographs I take of my business at the event will not have young people in the image.
- I will respect the differences between everyone at the event in terms of age, gender (including transgender), ethnicity, religious beliefs, sexual orientation or disability.
- If I witness, observe or hear of anything concerning in relation to a young person I will contact the Event Safeguarding Lead Officer.
- I will fully uphold the policies and regulations of Triathlon Ireland and Europe Triathlon in relation to this event.

I understand that any breach of this code of conduct could result in me being sent home or withdrawn from the Europe Triathlon Cup and subject to disciplinary action from Triathlon Ireland which could jeopardise my future participation within the sport.

# Key Contacts

Safeguarding Lead Officers/Officers:

Niamh O’Gorman: [niamh@triathlonireland.com](mailto:niamh@triathlonireland.com), +353 873627106

Mary Crosbie: [mary@triathlonireland.com](mailto:mary@triathlonireland.com), +353 873793721

Triathlon Ireland Events team: Julie Dunne, [julie@triathlonireland.com](mailto:julie@triathlonireland.com), +353 863074582

Race Organiser: Paul Mooney +353 87 268 5725

Emergency services: 999

Triathlon Ireland Anti Doping Officer: Eleanor Condon, [eleanor@triathlonireland.com](mailto:eleanor@triathlonireland.com), +353 876898812

## Triathlon Ireland Safeguarding Policies

- [Vetting Policy](#)
- [Safe Recruitment Policy](#)
- [Photography and Filming Policy](#)
- [Travel and Overnight Trips Policy](#)
- [Missing Children Procedure and flow chart](#)
- [Anti-Bullying Policy](#)
- [Social Media Guidance for Juniors](#)
- [Social Media Guidance for Coaches and Leaders](#)
- [Social Media Guidance for Clubs](#)
- [Reporting Procedures for Safeguarding and Code of Conduct Concerns](#)
- [Physical Contact Policy](#)

## Forms

- [Junior accident/incident report form](#)
- [Adult accident/incident report form](#)
- [Photography Waiver](#)