

NANTES CODE OF CONDUCT

This code of conduct is applicable to all members of Nantes Athletics Club, who are expected to:

STANDARDS

- Comply at all times with the constitution, rules, policies and regulations of Nantes Athletics Club and its parent structures.
- Demonstrate through words and actions a spirit of sportsmanship, sports leadership and ethical conduct including fair and consistent application of rules without bias or favouritism.
- Uphold all codes, policies and programmes to combat abuse of banned substances in Athletics.
- Uphold and implement standards and procedures to ensure event safety and environmental sustainability.
- Conform to stipulated dress codes for participating, officiating or travelling as part of a team.
- Be particularly conscious of the safety and wellbeing of children and protection of the rights of minors (under the age of 18).

INTEGRITY

- Not act in a manner likely to bring the sport into disrepute or affect adversely the reputation of Nantes Athletics Club or its parent structures, or the sport of Athletics generally.
- Act with the utmost integrity, honesty and responsibility in fulfilling their role in the sport.
- Not knowingly place themselves in a situation that could give rise to a conflict between personal interests, the interests of other stakeholders, the interests of Nantes Athletics Club or its parent structures.
- Act in good faith towards all members of the athletics family with mutual trust and understanding.

EQUALITY

- Ensure there is no discrimination on the basis of race, sex, ethnic origin, colour, culture, religion, political opinion, marital status, sexual orientation or any unfair or other irrelevant factor.
- Facilitate an inclusive and welcoming environment for persons with disabilities.

DIGNITY

- Treat all involved in the sport with respect and professionalism and refrain from negativity or disparaging remarks or conduct; including at meetings and on social media.
- Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious, or creates an environment that is hostile or offensive.

CONFIDENTIALITY

- To hold information entrusted to them in connection with their role or activities in Athletics in confidence and to not use confidential information for personal gain or benefit, or to use such information to the detriment of others.
- Disclose any personal or private, direct or indirect interests that they, family or business associates may have in any activities undertaken by Nantes Athletics Club or its parent structures.

BEHAVIOUR

- Work in a spirit of cooperation with other stakeholders, assisting less experienced colleagues, and refraining from public criticism of individuals.
- Demonstrate a high level of personal conduct including; refraining from audible profanity, obscene gestures, verbal abuse including derogatory, insulting or accusing language or tone, inappropriate behaviour, dress or attitude.
- Refrain from using alcohol or tobacco products when involved in Nantes Athletics Club training sessions or events affiliated to its parent structures. To use these products responsibly when attending Nantes Athletics Club social events or other events affiliated to its parent structures.
- Display a high level of professionalism through punctuality, timeous action and considered opinion.
- To actively uphold this code by positively influencing the behaviour of others.
- Be subject to the disciplinary processes of Nantes Athletics Club or its parent structures for any violation of this Code.



NANTES EXECUTIVE 2023 – CODE OF ETHICS

RESPECT

We will show respect to one another by treating each other with dignity and fairness.

INTEGRITY

We will be honest in all our dealings and will always stand for what is right.

RESPONSIBILITY

We are accountable for our actions and honour our commitments.

EXCELLENCE

We will excel at everything we do and strive for the highest standard of quality to achieve value for our members and stakeholders.

TEAMWORK

We will work together with our combined workforce and skills to create innovative ways of improving the health of our members and impact the broader community at large.

Signed: _____

A handwritten signature in black ink, consisting of several stylized, overlapping loops and lines, positioned above a horizontal line.