



TRIATHLON NEW ZEALAND INCORPORATED

Code of Conduct for Technical Officials

OBJECTIVES

- A. To state plainly the way in which Tri NZ Technical Officials are expected to conduct themselves as national and international representatives, aligned with the ITU Officiating Principles, and the consequences of any breach of the expected standards of behaviour.
- B. To ensure that Tri NZ Technical Officials are aware of the standards expected and the consequences of breaching those standards.
- C. To deal with any grievances arising from any direction given to an athlete by the Tri NZ Technical Official.

GENERAL

This Code of Conduct is to be followed on all occasions and in all places inside and outside New Zealand where the Technical Official could be considered to be a representative of Tri NZ and includes:

- D. Definitions
 - (a) Tri NZ Technical Official: officiates at a Tri NZ/ITU sanctioned or endorsed event, key role being to ensure a safe and fair event including upholding the rules of competition
 - (b) Tri NZ Technical Delegate: selected by the advisory group at the start of each season and assigned to an event, leads the Technical Officials at the event and is the key liaison point with event organisers and Tri NZ
 - (c) Tri NZ Technical Advisory Group (TAG): a group of representatives selected by Tri NZ to oversee the technical programme including allocations, rules etc.

Triathlon New Zealand Inc.

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- E. The venue of competition which means the course, surrounds and structures of the place where the Technical Official is officiating;
- F. Any accommodation provided during the period of officiating;
- G. The duration of all travel associated with officiating.

ITU OFFICIATING PRINCIPLES

- H. By accepting a TO assignment, the TO agrees to the following
 - (a) Operate within the rules and spirit of our sport, promoting fair play over winning at any cost
 - (b) Encourage and support opportunities for people to learn appropriate behaviour and skills
 - (c) Support opportunities for participation in all aspects of our sport
 - (d) Treat each person as an individual
 - (e) Display control and courtesy to all involved with the sport
 - (f) Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion
 - (g) Respect the decisions of officials, coaches and administrators in the conduct of the sport
 - (h) Wherever practical avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years
 - (i) Adopt appropriate and responsible behaviour in all interactions
 - (j) Adopt responsible behaviour in relation to alcohol and other drugs
 - (k) Act with integrity and objectivity, and accept responsibility for your decisions and actions
 - (l) Ensure your decisions and actions contribute to a safe environment
 - (m) Ensure your decisions and actions contribute to a harassment free environment
 - (n) Do not tolerate harmful or abusive behaviour
 - (o) Place the safety and welfare of the athletes above all else
 - (p) Be consistent and impartial when making decisions - *Avoid the potential for a conflict of interest to arise. Where such potential exists (eg a family*

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member racing in an event) ensure that the Technical Delegate or Race Referee are aware of this¹

- (q) Address unsportsmanlike behaviour and promote respect for all people

PROCESS TO FOLLOW IN A BREACH OF CODE OF CONDUCT

- i. The Technical Delegate at the event where the breach has occurred is to in the first instance let the official know that a breach has occurred and that it will be escalated to the Technical Advisory Group (always including the Tri NZ Technical and Events Advisor).
 - (a) If the Technical Delegate is the subject of the breach, then this is to be escalated directly to TAG
 - (b) If Tri NZ is made aware of a breach directly then this must be channeled through the Tri NZ Technical and Events advisor to the TAG

- j. If the Technical Advisory Group, having heard any explanation that the Technical Official concerned may proffer, is satisfied that the Technical Official is in breach of this Code of Conduct, the Technical Advisory Group may withdraw that Technical Official from further officiation responsibilities or certain roles for a determined period of time depending on severity of breach.
 - (a) Any unresolved breaches reported to TAG are to be escalated to the Tri NZ Community Director
 - (b) The Tri NZ board must approve any action regarding suspension or expulsion of the technical official in question

- k. Any Technical Official who is dissatisfied with any action of the Technical Advisory Group in relation to this Code of Conduct may require Tri NZ (Community Director) to inquire into the conduct in question of the Technical Official and the actions of the Technical Advisory Group regarding it.

¹ Italics added in consultation with Tri NZ Technical Advisory Group (April 2017) Note that this principle does NOT prevent family members or close friends of athletes from officiating at an event but such relationships should be advised to the Technical Delegate.

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