



WEIGHTLIFTING IRELAND

MEMBER CODE OF CONDUCT

Weightlifting Ireland is the National Governing Body for the sport of Olympic Weightlifting in Ireland and operates in the public spotlight. Weightlifting Ireland is expected to conduct affairs on a basis consistent with the great trust that has been placed in us. This requires that our membership behaviours conform to the highest ethical principles.

The mission of Weightlifting Ireland is to encourage participation and the pursuit of excellence in all aspects of Olympic Weightlifting. Membership is open to individuals and groups committed to the same mission. The privilege of membership may, therefore, be withdrawn or denied by Weightlifting Ireland at any time when determined that a member's conduct, past or present is inconsistent with the mission of the organisation or the best interest of the sport and those who participate.

All athletes, coaches, members and officials pledge to abide by the following Code of Conduct:

- Abide by all Weightlifting Ireland & International Weightlifting Federation rules, selection procedures and safety guidelines.
- As an ambassador, exhibit the highest standards of fairness, discipline, ethical behaviour and genuine sportsmanship by mutually respecting and bringing honour to Weightlifting Ireland, the Olympic Federation of Ireland and Sport Ireland.
- Respect teammates, athletes, coaches, officials, spectators, volunteers, Anti-Doping representatives and sponsors without regard to race, religion, national origin, age, civil status, veteran status, marital status, language, social condition, mental or physical ability, sexual orientation, or gender.
- Will not use offensive language/gestures or non-consensual physical contact as a response to the referees/jury/official's decision as an expression of frustration and/or self-admonishment.
- Will not engage in any form of discriminatory, verbal, physical or sexual harassment/abuse, fraud, stealing, deception or dishonesty related to Weightlifting Ireland events or activities.
- Will not disrespect, intimidate or embarrass other members, teammates, athletes, coaches, officials, spectators, sponsors, volunteers, Board of Directors, Committee members, Sport Ireland/W.A.D.A. and/or Weightlifting Ireland and National Office staff in person, electronically, and/or through social networking venues (i.e. Facebook, Twitter, blogs or websites, etc.).

- Will not participate in any non-consensual sexual contact or advance or other inappropriate sexually oriented behaviour or action directed towards any member by a coach, official, athletic trainer or other person who is in a position of authority.
- Respect and not cause damage to private or public property of others while at an event sanctioned by Weightlifting Ireland or at a designated Weightlifting facility.
- Will not sell or distribute any substance on the World Anti-Doping Agency (WADA) list of banned substances.
- Will not knowingly misrepresent competitive achievements, professional qualifications, education, experience, eligibility, criminal record or affiliations of one self or another member.
- Will not misrepresent the nature or extent of an injury in order to decline an invitation to participate in or withdraw from a competition, training camp or other similar activity.
- Will not use illegal drugs in the presence of teammates, athletes, coaches, officials, volunteers, spectators, sponsors and staff of Weightlifting Ireland and/or at any Weightlifting Ireland event or activity.
- Will not commit a doping violation as defined by the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), Sport Ireland Anti-Doping Agency or the International Weightlifting Federation (IWF).

Disciplinary action for violation of any provision in this Code of Conduct may include any or all of the following: (i) a reprimand; (ii) suspension from competition participation (iii) withholding of Direct Athlete Support payments; (iv) imposition of fines (including with respect to reimbursement of expenses incurred by Anti -Doping violation; (v) removal from team; (vi) termination of memberships with Weightlifting Ireland (vii) any combination of the foregoing.

If a Weightlifting Ireland member receives a disciplinary penalty or otherwise has a grievance related to this Code of Conduct, the member has the right to file a written request to the Board of Directors of Weightlifting Ireland within thirty (30) day of the action giving rise to the members claimed grievance, to seek a review of the action in question pursuant to Weightlifting Ireland Bylaws and Grievance Procedures.

In the event any member of Weightlifting Ireland has a complaint/grievance that falls under the control of Weightlifting Ireland, NO individual may contact any sponsor (i.e. employees, partners, suppliers, concerned individuals, et. Al.) for any reason related to the compliant'/grievance until such time that all hearing (including appeals) related to the compliant/grievance have been fully completed.