

**Wheelchair Dance Sport Association (UK)
Or
WDSA (UK)**

CODE of CONDUCT



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Codes of Conduct

INTRODUCTION

These codes of conduct are intended as guidelines appropriate for all participants in the sport of Wheelchair Dance Sport. These codes are guides within which each participating group should endeavor to operate to improve the Wheelchair Dance Sport experience for all participants.

Board of Trustees Code of Conduct

A Trustee is expected to:-

1. Maintain neutrality and act fairly without bias on all issues.
2. Disclose any possible conflict of interest on matters being discussed or debated.
3. Refrain from discussing delicate issues, or matters specifically identified by the Chair as being confidential, with anyone outside of the current Board of Trustees members.
4. Preserve a unified stance within the Board of Trustees on all matters and not voice any opposition or objection publicly outside of the assembly on any matter debated and voted on during general meetings.
5. Respect the views and integrity of all fellow Trustees and never express privately or in public any prejudice or contempt towards any other fellow Trustee's ability or opinion.
6. Reply politely and honestly to any questions or correspondence received from members or outside agencies, where necessary stating any policy or decision of the WDSA (UK) agreed during Committee meetings.
7. Never discuss any issues relating to a disciplinary matter either privately or publicly with anyone outside of the current Trustee Board Members, or with those directly involved in the proceedings.
8. Never engage in gossip or idle talk on any matters falling within the jurisdiction of the Board of Trustees or management of the sport of Wheelchair Dance Sport.
9. Remember that they are seen to be representing the WDSA (UK) at all times and must maintain a demeanor fitting with this responsibility.

Administrators Code of Conduct

1. Involve members where appropriate in the planning, leadership, evaluation and decision making related to the activity.
2. Ensure that participation in Wheelchair dance sport are made available to all regardless of ability, size, shape, gender, age, disability or ethnic origin within the rules of the WDSA (UK).
3. Equipment and facilities must be safe and appropriate.
4. Ensure that adequate supervision is provided by qualified and competent leaders and officials capable of developing appropriate WDSA (UK) behavior and skills.
5. Ensure maximum participation, focusing on participants requirements in order to avoid Wheelchair Dance Sport and Wheelchair Dancing becoming primarily a spectator sport.
6. Provide clinics aimed at improving the standards of instructing and officiating, with an emphasis on appropriate sports behavior and skills.
7. Make available codes of conduct brochures to spectators, officials, parents, instructors and players.
8. Assist in the creation of an environment where every individual has the opportunity to participate in Wheelchair Dance Sport.
9. Create an environment free of fear and harassment
10. Recognise the right of all athletes to be treated as individuals.
11. Speak directly to the participant rather than their carer/escort/family member unless instructed by the participant otherwise, or in circumstances where the participant is unable to communicate verbally or otherwise for themselves.

Competitors Code of Conduct

- Maintain association with the WDSA (UK) through annual registration and licensing.
- Conform to the regulations of the WDSA (UK).
- Never argue with an official. If you disagree, have your instructor or team leader approach the Chair during a break or after the competition in an appropriate manner. However, competitors or their instructors have the right of appeal if they believe that they have a justified cause for complaint. This needs to be conveyed, preferably in writing, as soon after the believed infringement as possible to the nonvoting head adjudicator of the event, along with £25 appeal fee (refundable if the appeal is upheld).
- Control your temper. Verbal abuse of officials or other competitors, deliberately distracting or provoking an opponent is not acceptable or permitted in Wheelchair Dance Sport.
- Work equally hard for yourself and for your team. Your partners/groups performance will benefit so will you
- Be a good sport.
- Treat all competitors as you would like to be treated. Do not interfere with, bully or take unfair advantage of another competitor.
- Co-operate with your instructor, Adjudicators, teammates, classifiers and opponents. Without them there would be no competition.

Instructor/Leader Code of Conduct

Instructor/Leaders are expected to:

- Maintain association with the WDSA (UK) through annual registration, licensing or contract agreements.
- Continue personal and professional advancement, remaining current on new developments in the field through continuing education.
- Use their knowledge and professional expertise for the benefit of the people they serve.
- Respect the integrity, rights to confidentiality and protect the welfare of people they are working with.
- Avoid discrimination in all its forms.
- Read and implement good practice as laid down in the WDSA (UK) Child Protection Policy. All persons working with or in contact with children and/or vulnerable adults will be subject to this policy.
- Create an environment free of fear and harassment
- Recognise the right of all competitors to be treated as individuals.
- Be aware of academic pressures placed on student competitors and be flexible in your conduct of training sessions.
- Demonstrate suitable personal behaviour and conduct at all times:
- Constantly display high personal standards and project a favourable image of Wheelchair Dance Sport and of Instructing.
- Must be fair, honest and considerate to competitors and others in their sport.
- Make a commitment to provide a quality service to competitors.
- Ensure that all activities are suitable for the age, experience and ability of the competitor.
- Condemn the use of performance-enhancing drugs.
- Educate athletes as to their responsibilities in contributing to a safe environment, and to do their best to ensure that all facilities and equipment meet safety standards.
- Consider the athlete's future health and wellbeing as foremost when making decisions regarding an injured competitor's ability to continue competing or training, and to seek and respect professional medical opinions to serve as a basis for their decisions, whilst respecting the athlete's decision if they choose to continue.
- Develop a relationship with athletes (and others) based on openness, honesty, mutual trust and respect.
- Resist any behavior that constitutes abuse or harassment (physical, sexual, emotional, neglect, bullying, etc.).
- Take action if they have a concern about the behaviour of an adult towards a child by reporting any suspected cases of abuse according to the WDSA (UK) Child Protection Policy.
- Direct comments or criticism relative to performance and not the competitor.
- Encourage athletes to accept responsibility for their own behaviour and performance in training, participation and competition.
- Observe the rules of the competitions and encourage athletes to adhere to the spirit of the rules.

Spectators Code of Conduct

Athletes are not competing for the entertainment of spectators, but competing to the best of their ability, in the spirit of the competition in as a professional manner as possible.

As a spectator you may be perceived as a supporter of a given competitor, group or country. Bare this in mind when making comments as the reputation of the competitor, group or country you are supporting has been earned and can easily be damaged.

Spectators should:

- Applaud good performances from each competitor. Congratulate all participants regardless of the outcome.
- Respect the Adjudicator's decisions.
- Never ridicule or scold an individual for making a mistake during competition. Be positive.
- Condemn the use of violence in any form, be it by spectators, coaches or players.
- Show respect for your competitor's opponents, without them, there would be no competition.
- Demonstrate appropriate social behaviour by not using foul language, harassing competitors, instructors/leaders or officials.

Adjudicators Code of Conduct

ADMINISTRATION

Adjudicators should make every attempt to attend and to officiate competitions effectively.

In particular, they should:-

- Register at the appropriate time.
- Respond promptly to correspondence from the National Office, Event Organisers, Regional Coordinator (if applicable) and individual groups.
- Confirm competitions with WDSA (UK) and maintain such commitments wherever possible.
- If unable to fulfill an appointment due to exceptional circumstances, inform the WDSA (UK) or organiser as soon as possible. Where nonattendance may cause a particular difficulty – for example, where short notice is given, the adjudicator must contact the WDSA (UK) Chair.
- Have a thorough knowledge of the relevant competition rules.
- Submit judging reports, where applicable, as soon as reasonably possible after a competition.
- Note disqualification and penalty points, etc. on the score sheet.
- Where a participant is disqualified from a competition, make a full written report and forward immediately to the Chair.
- Claim and ensure prompt payment of the appropriate fees and expenses, as laid down in the relevant competition regulations.

COMPETITIONS

- Qualified adjudicators must judge in a unbiased manner, making all decisions based on the evidence presented and without reference to any incidents which may have occurred at an earlier date. They should at all times judge within the true spirit of the competition, and not only to the simple letter of the laws.
- Adjudicators should arrive in due time, properly dressed, prior to a competition so that the necessary check on equipment, facilities etc. can be affected.
- During a competition, the adjudicator should deal with competitors and instructors/leader with respect, even where this courtesy is not reciprocated.
- It is a matter of personal style and preference what kind of social contact an adjudicator chooses to have with competitors and instructors/leaders before and after a match; overt demonstrations of friendliness should not, however, leave a adjudicator open to accusations of non-neutrality.
- Heated exchanges with competitors, instructors/leaders or spectators – whatever the cause, and under any amount of provocation – are to be avoided at all costs. If disputes which seem likely to result in such exchanges cannot be avoided, every effort must be made to conduct such dialogue in private.
- Under no circumstances should an Adjudicator participate in an official competition, in any capacity, whilst under the influence of alcohol or any other prohibited drug. The standard of behaviour required of Adjudicators by the Wheelchair Dance Sport Association is rightly higher than that expected of other participants;

REGULATORY PROCEDURES

All complaints, comments and reports relating to the behaviour and performance of qualified adjudicator should be made, in writing, to the Disciplinary Chair of the WDSA (UK). Complaints should be categorised under the headings; proficiency, bias or behaviour.

PROFICIENCY

The first report received concerning the competence of an Adjudicator is filed and remains current for the remainder of the competition in progress for that year. No action is taken. If no further reports are received during the same year, the initial complaint is removed from the current records and will not normally be relevant to any future complaint.

If a second report is received, concerning a separate incident, the matter may be referred to the Disciplinary Sub-committee, who may decide either to take no further action or to write a warning letter to the adjudicator concerned; in the latter case, it may be decided to make an entry on the adjudicator's file, although this will not be done without first consulting the adjudicator and giving an opportunity to comment on any complaints which may have been received.

For a third and subsequent report, the adjudicator must be contacted and informed that the matter is being referred to the Disciplinary Sub-committee. They must be asked for any written or verbal submission which he/she may wish to make. Arrangements will be made to offer advice and support to the adjudicator by an appropriate officer, and to have performance assessed impartially.

On completion of this process, the Disciplinary Sub-committee may decide to:-

- Take no further action.
- Take no further action, but monitor future performance.
- Review of your affiliation or invitation to adjudicate Wheelchair Dance sport in the UK

BIAS

Allegations of bias, either against individuals or against groups, will be treated most seriously by the WDSA (UK); for this reason individual and groups are advised to consider carefully before making such accusations against an adjudicator, and honest efforts should be made to distinguish between a claim of no neutrality and one of lack of proficiency.

All such reports will be referred to the Disciplinary Sub-committee; where any action is deemed to be appropriate, full written reports will be required from all other participants, including opposing competitors/groups, other officials etc., for the competition in question.

Should it be decided that a club have made spurious and unsubstantiated allegations against an adjudicator under this heading; the League Secretary reserves the right to refer the matter to the Disciplinary Sub-committee for its attention and possible action.

BEHAVIOUR

Reports from any source – competitors, instructors/leaders, officials, and spectators or outside agencies with a relevant interest – which allege breaches of the Adjudicator Code of Conduct, will be referred initially to the WDSA (UK) for analysis. Written reports will be requested from other involved parties and witnesses, with a specific deadline for response; all such submissions will be treated in confidence. The WDSA (UK) will collate this information and pass this over to the Disciplinary Sub-committee.

For minor violations of the code, the Disciplinary Sub-committee may decide upon:-

- A warning letter advising as to future conduct.
- A request for written apology to any injured party.
- The levy of a fine.
- Withdrawal of appointments or loss of status.

For major violations of the Code (or repeated minor breaches, having received a warning), the WDSA (UK) will refer the matter to the Disciplinary Subcommittee of the Wheelchair Dance Sport Association (UK). Individual adjudicators will have the right of appeal against sanction in accordance with the appeal procedure.

GENERAL CONDUCT

Any statements/comments made 'on the record' or articles written for the intended purpose of publication, by adjudicators whilst acting in this capacity, should not be of a controversial nature or phrased in such a way as to be deemed likely to cause offence or be detrimental to the reputation of others; in case of doubt, clarification and clearance of the article should first be obtained by reference to the WDSA (UK) Office.

Comments made at Wheelchair Dance sport events, privately between adjudicators (or by adjudicators to others) should be inaudible to those not involved in the discussion; this applies particularly to comments relating to the competence, performance or behaviour of fellow adjudicators.

Under no circumstances should adjudicators, unless acting in a privileged capacity (such as commissioners, officers, staff members, etc.) make derogatory public statements concerning the performance of colleagues and other participants, except where such comment is expressly authorised by the WDSA (UK), or is made in the presence of the adjudicator concerned.

There is no desire on the part of the WDSA (UK) to infringe upon the individual personal liberty of adjudicators to attend, spectate and enjoy Wheelchair Dance sport competitions; indeed, adjudicators are encouraged to support the competition in this way. However, the shouting of loud abuse, unwarranted advice, or the deliberate distraction and heckling aimed at participants during a competition.

When officiating abroad, or at national/international events as a representative of the Wheelchair Dance Sport Association (UK), adjudicators must act at all times in such a way as to bring neither the WDSA (UK), nor fellow adjudicators into disrepute. Any adjudicator invited to officiate outside United Kingdom should inform the WDSA (UK) Office in advance.

Adjudicators should not accept invitations to officiate in tournaments or events which operate in contravention of the WDSA (UK) IPC or WDSF's policies on unacceptable sponsorship, unless first being given authorization by the WDSA (UK).

The WDSA (UK) is committed to equality of opportunity for all individuals, without reference to racial or cultural background. Any adjudicator deemed to have caused an offence, either by written or verbal communication or via any public action or demonstration, will be disciplined according to the most serious breach of the Code of Conduct.

Adjudicators must continuously be aware of the educational role in the promotion of Wheelchair Dance sport as both a participant and spectator sport; this aspect is an important addition to the role of impartial arbitrator. The WDSA (UK) believes that

adjudicators who set high standards of personal behaviour can act as examples for both less experienced colleagues and other participants to follow; at all times in their dealings with other parties, adjudicators should demonstrate courtesy, politeness and respect, and must at all times avoid actions which could bring discredit to the reputation of adjudicators in general.

Classifier Code of Ethics and Professional Conduct

GUIDING PRINCIPLES

Classifiers perform a professional role and voluntarily observe a high level of professional and ethical conduct and behaviour, not because of fear of penalty but out of personal character and dignity.

Classifiers should value and respect the competitors and competitors' support personnel or team leader and:

- Treat competitors, competitors support personnel and team leaders with understanding, patience, and dignity.
- Be courteous, objective, honest and impartial in performing their classification duties for all competitors, regardless of team affiliation or national origin.
- Accept responsibility for all actions and decisions taken and be open to discussion and interaction with competitors and competitors support personnel in accordance with the International Standard for Athlete Evaluation and the International Standard for Protest and Appeals, and the International Paralympic Committee and/or competition rules.
- Perform classification duties and related responsibilities while not being under the influence of alcohol or illegal substances.
- Maintain confidentiality of competitor information whenever possible, according to the International Standard for Athlete Evaluation and the International Standard for Protest and Appeals.
- Continuously seek self-improvement through study of Wheelchair Dance and Wheelchair Dance Sport, classification rules, mentoring lesser experienced classifiers and developing trainee classifiers.

Classifiers should respect their colleagues and:

- Treat all discussions with colleagues in confidence.
- Be able to explain and justify decisions without showing anger or resentment.
- Treat other classifiers with professional dignity and courtesy, recognising that it is inappropriate and unacceptable to criticise other classifiers, officials or technical advisers in public.
- An exception to this may occur if done with the classifiers knowledge and permission. For example, when assessment of a classifier is required for certification or maintenance of certification, constructive criticism of the classifier's actions or behaviour may be solicited according to the rules.
- Publicly and privately respect the decisions and decision making process of fellow classifiers, technical advisors and officials whether in agreement or not.
- Allow the Chief Classifier to be the spokesperson for the Classification Panel, unless requested otherwise by the Classification Officer of WDSA (UK)
- Share theoretical, technical and practical knowledge and skills with less experienced classifiers and assist with the training and development of classifiers in their respective sports in accordance with the International Standards for Classifier Training and Certification.

COMPETITION

Classifiers should abide by the classification rules and:

- Accurately and honestly represent their qualifications and abilities when applying for training and certification, and when accepting classification appointments to competitions.
- Establish clearly defined procedures for classification; applying these classification rules and competition rules fairly, honestly, and in cooperation with the athlete, athlete support personnel, other officials, administrators and competitions organisers.
- Understand the theory and practical aspects of the classification system and make them widely known and understood by athletes and athlete support personnel.
- Remember to act in the best interest of the Wheelchair Dance Sport Association (UK), the competition and all competitors, and not in the interest of their nation or origin or residence.
- Perform duties without yielding to any outside pressure or influence.
- Recognise that anything that may lead to a conflict of interest, either real or apparent, must be avoided.
- Disclose any relationship with a team, competitor, competitor support personnel, team leader that would otherwise constitute a conflict of interest.

REGULATORY PROCEDURES

All complaints, comments and reports relating to the behaviour and performance of qualified classifier should be made, in writing, to the Disciplinary Chair of the WDSA (UK). Complaints should be categorised under the headings; proficiency, bias or behaviour.

PROFICIENCY

The first report received concerning the competence of a classifier is filed and remains current for the remainder of the competition in progress for that year. No action is taken. If no further reports are received during the same year, the initial complaint is removed from the current records and will not normally be relevant to any future complaint.

If a second report is received, concerning a separate incident, the matter may be referred to the Disciplinary Sub-committee, who may decide either to take no further action or to write a warning letter to the adjudicator concerned; in the latter case, it may be decided to make an entry on the classifiers file, although this will not be done without first consulting the classifier and giving an opportunity to comment on any complaints which may have been received.

For the third and subsequent reports, the classifier must be contacted and informed that the matter is being referred to the Disciplinary Sub-committee. They must be asked for any written or verbal submission which he/she may wish to make. Arrangements will be made to offer advice and support to the adjudicator by an appropriate officer, and to have performance assessed impartially.

On completion of this process, the Disciplinary Sub-committee may decide to:-

- Take no further action.
- Take no further action, but monitor future performance.
- Recommend attendance at an appropriate classifier clinic.

BIAS

Allegations of bias, either against individuals or against groups, will be treated most seriously by the WDSA (UK); for this reason individual and groups are advised to consider carefully before making such accusations against a classifier, and honest efforts should be made to distinguish between a claim of no neutrality and one of lack of proficiency.

All such reports will be referred to the Disciplinary Sub-committee; where any action is deemed to be appropriate, full written reports will be required from all other participants, including opposing competitors/groups, other officials etc., for the classification in question.

Should it be decided that a club have made spurious and unsubstantiated allegations against a classifier under this heading; the League Secretary reserves the right to refer the matter to the Disciplinary Sub-committee for its attention and possible action.

BEHAVIOUR

Reports from any source – competitors, instructors/leaders, officials, and spectators or outside agencies with a relevant interest – which allege breaches of the Classifiers Code of Conduct, will be referred initially to the WDSA (UK) for analysis. Written reports will be requested from other involved parties and witnesses, with a specific deadline for response; all such submissions will be treated in confidence. The WDSA (UK) will collate this information and pass this over to the Disciplinary Sub-committee.

For minor violations of the code, the Disciplinary Sub-committee may decide upon:-

- A warning letter advising as to future conduct.
- A request for written apology to any injured party.
- The levy of a fine.
- Withdrawal of appointments or loss of status.

For major violations of the Code (or repeated minor breaches, having received a warning), the WDSA (UK) will refer the matter to the Disciplinary Subcommittee of the Wheelchair Dance Sport Association (UK). Individual classifiers will have the right of appeal against sanction in accordance with the appeal procedure.

GENERAL CONDUCT

Comments made at Wheelchair Dance sport events, privately between classifiers (or by classifiers to others) should be inaudible to those not involved in the discussion; this applies particularly to comments relating to the competence, performance or behaviour of fellow classifiers.

Under no circumstances should classifiers, unless acting in a privileged capacity (such as commissioners, officers, staff members, etc.) make derogatory public statements concerning the performance of colleagues and other participants, except where such comment is expressively authorised by the WDSA (UK), or is made in the presence of the classifier concerned.

There is no desire on the part of the WDSA (UK) to infringe upon the individual personal liberty of classifiers to attend, spectate and enjoy wheelchair dance sport competitions; indeed, classifiers are encouraged to support the competition in this way. However, the shouting of loud abuse or unwarranted advice, or the deliberate distraction and heckling aimed at participants during a competition.

When classifying abroad, or at national/international events as a representative of the Wheelchair Dance Sport Association (UK), classifiers must act at all times in such a way as to bring neither the WDSA (UK), nor fellow classifiers into disrepute. Any classifier invited to officiate outside United Kingdom should inform the WDSA (UK) Office in advance.

Classifiers should not accept invitations to officiate in tournaments or events which operate in contravention of the WDSA (UK) IPC or WDSF's policies on unacceptable sponsorship, unless first being given authorization by the WDSA (UK)

The WDSA (UK) is committed to equality of opportunity for all individuals, without reference to racial or cultural background. Any classifier deemed to have caused an offence, either by written or verbal communication or via any public action or demonstration, will be disciplined according to the most serious breach of the Code of Conduct.

Classifiers must continuously be aware of the educational role in the promotion of wheelchair dance sport as both a participant and spectator sport; this aspect is an important addition to the role of impartial arbitrator. The WDSA (UK) believes that classifiers who set high standards of personal behaviour can act as examples for both less experienced colleagues and other participants to follow; at all times in their dealings with other parties, classifiers should demonstrate courtesy, politeness and respect, and must at all times avoid actions which could bring discredit to the reputation of classifiers in general

International Competition Delegates Code of Conduct

The code advises competitors and staff of all National groups on the correct conduct expected of them when on international or WDSA (UK) duty. It includes general behaviour guidelines, specific advice to participants and staff as well as stating the complaint and appeal procedure.

It must be remembered that representing the WDSA (UK) and your country on international duty is a privilege. Any member so entrusted, in whatever capacity, is seen as an ambassador not only for the WDSA (UK) but also for your country. As such, their behaviour must be beyond reproach at all times.

International Wheelchair Dance Sport is dependent on the relationship between National Associations. This is built up over a long period and is affected by the image portrayed by a representative group from the UK. This image is in turn built up from that of each individual competitor. The relationship between Associations may be strengthened by a group with a positive and appropriate image, irrespective of competition results.

Equally, a badly turned out and sullen or otherwise inappropriate image damages the relationship.

GENERAL BEHAVIOUR

Almost by definition, international duty means travelling, training and rooming together over long periods of time. This exerts stress on all competitors and the situation is often exasperated by other factors. For example tiredness, hunger, last minute complications and unforeseen changes of plan. Despite this, all competitors are expected to:

- Dress appropriately and take pride in their appearance
- Fulfill their duties to the best of their ability.
- Always be punctual.
- Remain cheerful and tolerant.
- Contribute productively to the group's image.
- Behave in a reasonable and sensible manner.
- Show respect for their fellow competitors.
- Respond positively to the instruction of staff, classifiers and adjudicators
- Show respect and care for the equipment and facilities
- Familiarise themselves with the rules of the

competition. Competitors must not:

- Behave aggressively towards anyone e.g. opponents or officials
- Over-react in self-congratulations, within their abilities relating to their disability.
- Applaud mistakes by opponents
- Dispute decisions by officials (only the team leader/instructor may do this)
- Drink alcohol unless permitted by the leader/instructor
- Competitors are expected to assist the staff by carrying out any reasonable task that may be specified e.g.
 - Maintaining vigilance over equipment in transit
 - Having a valid passport and obtaining specified visas
 - For juniors under the age of 18 years, ensuring parental consent forms are signed

In addition to fulfilling the normal responsibilities of a competitor the leader/instructor is expected to set a higher standard and act as an example for other group members to follow. He/she must liaise between competitors and staff and has authority in the absence of staff.

PERSONNEL

The actual make up of personnel in a group may vary but in its broadest terms the following areas of responsibility apply:

LEADER/INSTRUCTOR

- Selection, training, and competitive direction of the group
- Monitoring the conduct of competitors in training and competition
- Scouting other competitors
- All non-playing aspects of the program e.g. travel and accommodation arrangements
- Competitor conduct outside the competitive environment

MEDICAL

- Medical supervision of the group
- Advising the Instructor/Leader on medical matters

HEAD OF DELEGATION

This can be a member of the WDSA (UK) but if not the individuals will:

- Representing the Association at formal events
- Liaising with the competitors and the WDSA (UK)
- These responsibilities are in addition to those outlined in section 2 General Behaviour and to those outlined to instructors/leaders in their contracts with the WDSA (UK) or otherwise specified.

Violations of Code of Conduct

For violations of this Code, the Chair of the National Team Sub-Committee may decide upon:

- A warning letter advising as to future conduct
- A request for written apology to any injured party
- The levy of a fine
- Withdrawal of squad membership

The Chair of the National Team Sub-Committee will refer major violations of this Code (or repeated minor breaches following a warning) to the Disciplinary/Disputes Committee of the Wheelchair dance Sport Association (UK)

The WDSA (UK) is committed to equality of opportunity for all individuals, without reference to their sex or their racial, religious or cultural background.

Any competitor member deemed to have caused an offence, either by written or verbal communication or via any public action or demonstration, may be disciplined as for a major violation of this code.

All parties have the right of appeal against sanctions imposed by the Chair of the National Team Sub-Committee or the Disciplinary/Disputes Committee.

Any such appeal should be made to the Disciplinary/Disputes Committee in writing within 14 days of notification of the sanction.