

BF CODE OF CONDUCT - GBR ATHLETES

Last Updated: 30th November 2023

Board Approved: 12th December 2023

1. SCOPE

This Code of Conduct covers all athletes representing GBR including all events where athletes have been entered by British Fencing including FIE/EFC Senior, U23, Junior, Cadet or any Age Group events. This also includes any international training camp where participation is organised through BF and/or participation is facilitated on the basis of the athlete representing GBR.

For Junior and Cadets there is an additional Youth Events Code of Conduct which applies in addition – where any conflict exists the Youth Code of Conduct takes precedent.

These documents may be revised from time to time and current, dated versions are available on the BF website. This Code of Conduct is in addition to (i) any other Codes of Conduct that British Fencing has in place and (ii) BF's Disciplinary, Grievance, Welfare and other rules.

This Code of Conduct is not intended to describe the general expectations in respect to the behaviour and culture of athletes representing Great Britain. These expectations are articulated in the Call It Attitude resources, created in collaboration with GBR athletes, past and present.

This Code of Conduct sets out the minimum standards, where failure to meet these when representing GBR can result in disciplinary action being taken.

2. DELEGATION

The Board of BF has delegated authority to the CEO to administer such matters in relation to this Code of Conduct, including breaches, which have not expressly been reserved to be dealt with under the Disciplinary Code. Notwithstanding such authority, the CEO may, in his or her absolute discretion, determine that an allegation of a breach of Code of Conduct is of a nature that it should properly be dealt with under the Disciplinary Code. In such circumstances, the CEO may refer such a matter to be dealt with under the Disciplinary Code.

In turn the CEO delegates authority to the GBR Team Manager, GBR Camp Manager and GBR Chef de Mission (where appointed) to investigate breaches and apply in-event suspensions.

3. SUMMARY

- 3.1 All GBR athletes are expected to act in a responsible, respectful and professional manner appropriate to membership of British Fencing and as a representative member of a National GBR Squad/Team – be it to each other, Team Officials or any other people.
- 3.2 All athletes and officials are required to respect the rights of every person, regardless of age, ethnic origin, gender, religion, sexual orientation, cultural background or political affiliation. Discrimination will not be tolerated in any form or by anybody.
- 3.3 All GBR athletes are expected to recognise and respect the authority of those acting in official roles, whether appointed by BF, EFC, FIE, IWAS or other organisations (eg TeamGB).

4. CONDUCT

Athletes must:

Respect Themselves

- 4.1 Make sensible, responsible and reasonable behaviour choices led by performance, personal safety and impact on other group members.
- 4.2 Do not carry or consume illegal substances.
- 4.3 Do not consume alcohol at any time if under the age of 18 or attending an U20 event (camp or competition)
- 4.4 If over 18, and in situations where alcohol is permitted, make sensible choices around consumption of alcohol, at no time putting others at risk or impacting their own or others performance. For the avoidance of doubt alcohol is not permitted at major events (European and World Championships, TeamGB events) at any time prior to competing (both individual and team events).
- 4.5 Prepare appropriately for all representational competition, managing all aspects of their training and preparation to maximise the chances of success.
- 4.6 Confirm that they are entered on the relevant published entry lists and that they have any necessary entry fees/referee fines (where not pre-paid) before travelling.

Respect their Team/Squad

- 4.7 Treat all members of the squad with professionalism, courtesy and respect.
- 4.8 Respect the performance requirements of others (eg rest, training).
- 4.9 Recognise that there may need to be individual compromise for the benefit of the whole GBR squad/team.
- 4.10 Be punctual for team meetings, training and competition.
- 4.11 Abide by and respect the authority of any BF appointed staff/officials at all times, complying with all reasonable instructions. These include but are not limited to instructions around

- squad meetings, travel, training, dress standards, supporting teammates and mealtimes.
- 4.12 Wear the designated official GBR kit.
 - 4.13 Inform BF and any Team Manager/Camp Manager/Chef de Mission at the earliest opportunity of any medical condition (including illness or injury) which is impacting or may impact preparation or competition.
 - 4.14 Make reasonable efforts, without compromising personal performance, to support fellow squad members, supporting a culture of 'one team' founded on mutual respect and professionalism.

Respect Others

- 4.15 Treat international officials (referees, DT, competition officials and delegates) and local competition organisers with dignity and respect.
- 4.16 Respect the BF and FIE Safeguarding Policy – abuse and harassment (including bullying) will not be tolerated at any time, in any form, whether physical, psychological or verbal.
- 4.17 Respect the environment and those that work in it – be it the competition venue, training venue, hotel or restaurant.
- 4.18 Make reasonable efforts to understand and respect the local customs and laws.
- 4.19 Use social networking platforms in a sensible and respectful manner.
- 4.20 Acknowledge BF Sponsors and Supporters including Sport England, UK Sport and British Fencing where appropriate.
- 4.21 Do not supply minors with alcohol.

Respect the Rules

- 4.22 Abide by all relevant BF Policies and Codes of Conduct
- 4.23 Abide by the World Anti-doping Code and UKAD regulations at all times.
- 4.24 Comply with any Anti-Doping tests organised by British Fencing, UKAD or international competition organisers.
- 4.25 Have in place up to date TUEs where required.
- 4.26 Have the appropriate EFC/FIE licences.
- 4.27 Respect the FIE Rules of Fencing.

5. IN EVENT SUSPENSIONS

- 5.1 The appointed GBR Team Manager/Camp Manager/Chef de Mission in consultation with the CEO or Pathways Director may impose in-event suspensions in the following cases, where code of conduct breaches are:
- a) Negatively affecting the ability of the staff to manage the safety, welfare and/or performance of the squad.
 - b) Negatively affecting or risking the safety, welfare and/or performance of the athlete or others (athletes, staff, officials).
 - c) Negatively affecting the morale of the squad.
 - d) Negatively affecting the reputation of GBR Fencing or British Fencing.
- 5.2 The process of in-event suspensions is as follows:
- a) For minor breaches a staff member will remind the athlete of the code of conduct and the athlete will be given a chance to remedy the breach.
 - b) For major breaches, failure to remedy a minor breach, or multiple minor breaches over the period of an event the athlete will be asked to a meeting with the Team Manager/Chef de Mission/Camp Manager and one other staff member to establish facts. The athlete will be offered the opportunity to be accompanied to that meeting.
 - c) Following that meeting the Team Manager/Chef de Mission/Camp Manager will consult with the CEO/Pathways Director before imposing any in-event suspensions.
 - d) Where a significant safeguarding risk exists the Team Manager/Chef de Mission/Camp Manager will seek advice from the BF Safeguarding Lead Officer.
 - e) If an athlete is unable to attend a meeting, without prejudice suspensions can be imposed.
 - f) The decision in regards to whether a breach is minor or major is at the discretion of the Team Manager/Camp Manager/Chef de Mission taking into account 5.1. Where possible a senior member of the BF executive should be consulted.
- 5.3 In-event suspensions can include any or all of:
- a) Suspension from the squad – this includes withdrawing an athlete from an individual or team event or designating them as a non fencing reserve.
 - b) Removal of accreditation.
 - c) Immediate supervision request (U18 only).
 - d) Request to leave the venue.
 - e) Request to leave the hotel and source alternative accommodation away from the team.
 - f) Request to return home.

In-event suspensions can be applied on a temporary (part of the event) or a permanent (the whole of the remaining event) basis.

- 5.4 Any failure to respect the in-event suspensions will be taken into consideration when applying post-event sanctions.
- 5.5 Suspensions may be put in place on a without prejudice basis where there is risk to health, safety or performance.
- 5.6 BF will not be liable for any costs incurred by the athlete associated with in-event suspensions.
- 5.7 In the event that an athlete has been awarded a Black card, any suspensions will be in addition to action taken by the competition organisers/FIE/EFC under the FIE Rules.
- 5.8 In the event that an athlete has had any sanctions or suspensions imposed by another organisation (eg TeamGB, FIE, EFC, venue operators, local event organising committee) any in-event suspensions will be in addition to action taken by those organisations.

6. SANCTIONS

Any breach of the code of conduct may result in the athlete being liable for their full share of any costs for that event that were subsidised by BF.

For example, if BF covered the cost of a team entry fee and a team coach, an athlete in a team of 4 that is found to have breached the code of conduct would be liable for 25% of the total cost of the team entry fee and team coach. If BF covered the cost of a Chef de Mission for 24 athletes, the athlete would be liable for 1/24th of the costs of the Chef de Mission.

| Offence | First Occurrence | Subsequent Occurrence | Remarks |
|---|---|--|---------|
| 1. Failure to report breaches of codes affecting safety and welfare of others | 1.1 Reprimand letter to be held on file <u>Plus none, any or all of the following:</u> <ul style="list-style-type: none"> • Fine • 12 month Bind-over Fine • Suspended one trip ban | In any period of 24 months 1.2 Fine <u>or</u> One trip ban | |

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| <p>2. Breaches of code not affecting the safety or welfare of others</p> | <p>2.1 Reprimand letter to be held on file <u>Plus none, any or all of the following:</u> Suspended one trip ban One trip ban Loss of points Suspension from GBR Team selections</p> | <p>2.2 One trip ban <u>Plus any or all of the following:</u> Loss of points Future parental supervision request (U18) Suspension from GBR Team selections</p> | |
| <p>3. Breaches of code affecting the safety or welfare of others</p> | <p>3.1 Reprimand letter to be held on file <u>Plus none, any or all of the following:</u> Suspended one trip ban One trip ban Loss of points Suspension from GBR Team selections Immediate or Future Parental supervision request IF u18 Telephone Warning IF u18</p> | <p>3.2 Ban <u>Plus any or all of the following</u> Loss of points Immediate supervision request IF u18 Suspension from GBR Team selections</p> | <p>If a significant breach occurs a Disciplinary Panel may be instigated which may result in Membership Suspension OR Membership Expulsion</p> |
| <p>4. Bad behaviour whilst actually competing on or off the piste</p> | <p>4.1 Reprimand letter <u>Plus any or all of the following:</u> Fine 12 month Bind-over Fine Suspended one trip ban Suspension from GBR Team selections</p> | <p>4.2 Loss of points <u>and/or</u> Ban <u>and/or</u> Suspension from GBR Team selections</p> | <p>NB If a black card is given, this will be dealt with by the full BF Disciplinary Process</p> |

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| <p>5. Drinking or possession of alcohol (U18) OR supplying a minor with alcohol, OR consumption of alcohol where not permitted OR consumption of alcohol with actual or potential performance consequences</p> | <p>5.1 Reprimand letter + Loss of points.</p> <p>Removal and disposal of any alcohol with no compensation</p> <p><u>Plus any or all of the following:</u></p> <p>One trip ban</p> <p>Future supervision request IF u18</p> <p>Telephone Warning IF u18</p> <p>Suspension from GBR Team selections</p> | <p>5.2 Loss of points + Ban</p> <p><u>Plus optional</u></p> <p>Future supervision request IF u18</p> <p>Suspension from GBR Team selections</p> | |
| <p>6. Possession or use of Illegal Substances</p> | <p>6.1 Referral to relevant statutory authority and dealt with by the British Fencing Disciplinary process, <u>and</u></p> <p>Loss of points, <u>and</u></p> <p>Ban</p> | | |

- 6.1 'Parent' includes legal guardian; where there are 2 parents (or more than one guardian) notification as below to either (or any) of them shall be deemed to be notification to both (or all).
- 6.2 REPRIMAND LETTER - Letter to the fencer and parent/guardian (where required) detailing the offence and drawing their attention to the penalties chart. This is a formal reprimand which will be sent to the fencer by BF and copied to parents. Any correspondence to a Team Official by a parent etc must be forwarded to and dealt with by Head Office.
- 6.3 TELEPHONE WARNING - A BF official will speak to the fencer (or parent where U18) as soon as possible (day or night), detailing the offence and the possible penalty. This will be followed up with confirmation by letter or email.
- 6.4 FINES - Fines will take into account motive, the severity of the offence and the extent of the athlete's cooperation with officials.
- 6.5 BIND-OVER FINE - This is an agreed sum of money to be given to BF for 12 months, during which time should the athlete have any further disciplinary action taken the sum will be forfeit.
- 6.6 LOSS OF POINTS - Up to 20% of the fencer's points will be removed from the ranking points. If any points were gained by the fencer at the event they will be forfeited.
- 6.7 FUTURE SUPERVISION REQUEST [Applicable to minors under 18 only]
A letter will be sent by BF to the parent/guardian detailing the offence. A responsible adult i.e. (i) a parent, or (ii) another adult approved by the appropriate next Chef de Mission/d'Equipe, will be required to accompany the fencer to and at one or more future events, at their own expense, to ensure that the fencer complies with the Code of Conduct. The fencer remains under the authority of BF officials at the event.
- 6.8 IMMEDIATE SUPERVISION REQUEST [Applicable to minors under 18 only]
The Chef de Mission/d'Equipe will inform the parent/guardian that a responsible adult, i.e. (i) a parent, or (ii) another adult approved by the Chef de Mission/d'Equipe, will need to join the party at the event in question within the time period specified, at their own expense, to ensure that the fencer complies with the Code of Conduct. The fencer remains under the authority of the BF officials at the event.
If no responsible adult takes up this duty within the specified time then the fencer may be expelled from the event and suitable arrangements for their return home made at the parent/guardian's expense.
For adults (18+) (where the supervision request is not applicable), the expulsion penalty can be applied.
- 6.9 EXPULSION - The fencer will be required to leave the travelling party and all associated venues as soon as arrangements are in place for this to happen safely. They or their parents will be responsible for any costs incurred, e.g. if an adult has to accompany a minor home.
- 6.10 BAN - The fencer will be banned from one or more subsequent trips abroad, or training camps, with no compensation. The ban will only be valid for trips where the athlete has or would have been selected (ie the athlete does not serve a ban for a trip they would not have been selected for anyway).
If there are no more trips in that season, the ban can be extended into subsequent seasons. If for any reason the athlete is no longer eligible for GBR selection, an equivalent penalty can be imposed including a domestic ban.

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- 6.11 SUSPENDED BAN (x months) - Should the athlete breach any aspects of the code of conduct during the x months, the ban will be served.
- 6.12 REPORTING - Any application of these penalties during the event must be reported by the Chef de Mission/d'Equipe to British Fencing Head Office: headoffice@britishfencing.com.
- 6.13 MULTIPLE BREACHES - If one action involves 2 or more breaches of the code, the stricter penalty will apply.

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