

CODE OF CONDUCT

PURPOSE OF DOCUMENT

- 1.1. This document lays out the Safeguarding principles of conduct for all Persons and Organisations involved in EFC Competitions, whether as participants or organisers.

PRINCIPLES

- 1.2. This Code of Conduct is issued by the European Fencing Confederation (EFC), the governing body of the sport of fencing in Europe.
- 1.3. Who is covered by this Code of Conduct? This Code of Conduct applies to all Persons participating and associated with EFC Competitions, including "all fencers, all those who are supporting fencers including parents, coaches, officials, volunteers, spectators, when engaging or participating in or with fencing on or off the piste at EFC Competitions.
- 1.4. What is the purpose of this Code of Conduct? The purpose is to set out the standards of conduct that are expected and required of all those involved in the EFC Fencing Competitions. It recognises the additional duty of care that exists towards children, persons under the age of 18. These standards reflect EFC's commitment to providing competition environments free from harassment and abuse, our desire to grow fencing for young people in Europe, as well as reflecting generally recognised standards of discipline and good sporting behaviour.
- 1.5. What behaviours are covered by this Code of Conduct? All behaviours are covered, conduct whether in person, in writing or using any form of electronic and social media communication channels.
- 1.6. Which standards apply to me? This Code of Conduct is arranged so that the standards which apply to every Person (irrespective of their role or participation in fencing) are set out first and then, for certain groups, additional more specific standards are set out which are applicable to that particular group.
- 1.7. What are the consequences of not complying? Failure to comply with any one or more of the standards set out in this Code of Conduct, may constitute a breach of the FIE Codes of Conduct and may result in the EFC requesting the FIE to bring disciplinary proceedings or taking other action.

CODE FOR ALL PERSONS & ORGANISATIONS

- 1.8. All National Federations, Clubs and Persons must:
 - 1.8.1. respect the duty of care that they have towards all other participants
 - 1.8.2. respect the enhanced duty of care that they have towards children

1.8.3. follow the principles of good safeguarding for children and report any concerns

1.8.4. accept the positive obligation to report safeguarding concerns for children

1.9. All National Federations, Clubs and Persons must never:

1.9.1. abuse (physically or verbally), threaten or intimidate a Person whether on or off the piste;

1.9.2. use crude or abusive language or gestures towards a Person;

1.9.3. do anything which is likely to intimidate, offend, harass, insult, humiliate or discriminate against any other Person;

1.9.4. discriminate against any other Person on the ground of their protected characteristics including religion, race, colour or national or ethnic origin.

ADDITIONAL CODE FOR COACHES, REFEREES, VOLUNTEERS, OTHER OFFICIALS

1.10. All coaches, referees, volunteers and other officials in addition must:

1.10.1. Respect every Person particularly children in their care as individuals and treat them equitably and with dignity at all times.

1.10.2. Discharge their responsibilities in a manner free from any sort of harassment or abuse (emotional, physical, sexual, bullying, neglect etc).

1.10.3. Recognise their additional responsibilities and duty of care towards children.

1.10.4. Recognise their individual and collective responsibility to create environments where all fencers can perform/compete free from harassment and abuse.

1.10.5. Strive to be positive role models displaying high standards of personal behaviour.

1.10.6. Report any safeguarding incident in line with EFC and FIE procedures.

1.11. All coaches, referees, volunteers and other officials should never:

1.11.1. Abuse their position of power or trust.

1.11.2. Bully (or encourage others to bully) anyone either physically or verbally, nor reduce anyone to tears as a form of control.

1.11.3. Neglect their responsibility for any child under their care at any time.

1.11.4. Allow or engage in any form of inappropriate touching, eg hitting, slapping, kicking.

1.11.5. Circumvent or attempt to circumvent procedures put in place to protect children and adults-at-risk.

1.11.6. Use exercise as a form of punishment.

1.11.7. Embarrass, humiliate or undermine any individual or cause them to lose self esteem.

1.11.8. Engage or attempt to engage in a sexual relationship with a child or person for whom they are responsible, where they hold a position of trust or imbalance of authority.

1.11.9. Encourage or allow a child or adult at risk to attend a non-public premises (eg a private home), hotel room or secluded place when they will be alone with that person.

1.11.10. Share a bedroom with a child (other than their own child).

1.11.11. Engage in rough, physical or sexually provocative games.

- 1.11.12. Make sexually suggestive remarks to children even in fun.
- 1.11.13. Allow the use of inappropriate language to go unchallenged.
- 1.11.14. Do things of a personal nature for another Person that they can do for themselves unless specifically requested to do so and then with the utmost discretion.
- 1.11.15. Allow safeguarding allegations to go unchallenged, unrecorded or not acted upon.
- 1.11.16. Purchase for or provide any child with alcohol.
- 1.11.17. Avoid creating exploitative relationships or unhealthy dependencies with anyone involved with fencing or their families and close associates.

PARENTS, CARERS, GUARDIANS – ADDITIONAL CODES

1.12. In relation to the fencer that they support, parents, carers and guardians should:

- 1.12.1. Never force them to take part in sport.
- 1.12.2. Never verbally or physically abuse them for failure.
- 1.12.3. Set a good example by being a good role model; recognising fair play, accepting official's judgements and applauding good performance of all.
- 1.12.4. Encourage them to learn the rules and play within them, discouraging unfair play and arguing with officials.
- 1.12.5. Use correct and proper language at all times.
- 1.12.6. Respect the role of coaches/team managers and other officials in relation to managing participation in the competition; do not approach other children without permission.

COMPETITION ORGANISERS – ADDITIONAL CODES

1.1. Competition organisers must:

- 1.1.1. Ensure safe dispersal of all Persons before vacating the venue(s)
- 1.1.2. Communicate the EFC Safeguarding Code of Conduct
- 1.1.3. Provide access to drinking water (this can be on sale)
- 1.1.4. Provide access to separate (male/female) changing rooms and sufficient toilets
- 1.1.5. Report breaches of Safeguarding code to EFC

1.2. Competition organisers should:

- 1.2.1. Appoint a Circuit Event Safeguarding Officer with responsibility for promoting the EFC Code of Conduct and dealing with any breaches according to EFC procedures.