



Trinity College Dublin
Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin

Trinity Sport
www.tcd.ie/sport

Trinity Sport: Code of Ethics

SPÓRT CHOLÁISTE
NA TRÍONÓIDE
TRINITY SPORT

Trinity Sport: Code of Ethics

Purpose

This code has been devised to provide guidance to all involved in Trinity Sport as to the standards of conduct, responsibilities and interactions that are expected in accordance with the values, graduate attributes and mission of Trinity Sport and the University. Trinity Sport is fully committed to safeguarding the wellbeing of its members and encourages best practice in the running of sport clubs through its commitment to providing an environment that demonstrates dignity and respect and understanding for members rights, safety and welfare. The achievement of best practice is reliant upon the adoption of this code by the members of Trinity Sport¹. Members are expected to undertake, comply and encourage others compliance with the Code in all circumstances, at all times, and throughout each form of sport and physical recreation activity for which they are associated.

1. Guiding Principles

Respect for the universal fundamental ethical principles of sport within Trinity is paramount and the following guiding principles shall apply;

- 1.1 Respect for the sporting spirit, which requires mutual understanding with a spirit of friendship, solidarity and fair play.
- 1.2 Respect for the principle of the universality and political neutrality of the sporting relations.
- 1.3 Maintaining harmonious relations with sports authorities, while respecting the principle of autonomy.
- 1.4 Respecting all property, facilities, equipment and capital in contact with the sports clubs while representing Trinity.
- 1.5 Respect for international conventions on protecting human rights insofar as they apply to Trinity's sporting activities and which ensure in particular;
 - a. respect for human dignity.
 - b. rejection of discrimination of any kind on whatever grounds, be it race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status.
 - c. rejection of all forms of harassment and abuse, be it physical, professional or sexual, and any physical or mental injuries.
 - d. promotion of equality of opportunity to access and participate in Trinity Sport.
- 1.6 Ensuring the participants' conditions of safety, well-being and medical care is favorable to their physical and mental equilibrium.
- 1.7 Members are required to read, implement and comply with the policies and procedures outlined in all the University policies.
- 1.8 All members are required to act with integrity and must never engage in fraudulent or dishonest activity at any time.

¹ For the purposes of this code a Trinity Sport member is defined as a person who is involved with Trinity sport either as a student, sports club member, coach, guest of a sports club, Trinity Sport staff, Dublin University Central Athletic Club (DUCAC) Officers & Executive members, University or sports club staff, alumni member, volunteers, officials, spectators, and members of the sports facilities.

2. Sports Clubs Participants

Sports club participants must use due care and diligence in fulfilling their mission. At all times, they must act with the highest degree of integrity, and particularly when taking decisions, they must act with impartiality, objectivity, independence and professionalism. They must not act in a manner likely to tarnish the reputation of Trinity College. In particular;

2.1 Sports club, alumni, coaches and spectator members must be conscious of the fact that they represent Trinity College Dublin. Consequently, committee members must consistently display high standards of behaviour and appearance.

2.2 Members of clubs must always act in the best interest of the club and the welfare of the members of the club.

2.3 Members must always act in a financially responsible manner and report any financial irregularities or risk.

2.4 When arranging hospitality or events with a cost greater than €1,000 pre-approval must be sought from the sports office. No booking or contract may be signed for unless such approval has been granted.

2.5 Members of clubs, as per the national governing body of their sport, should adhere to the provisions of the World Anti-Doping Code.

2.6 Participants in University sport must not, by any manner whatsoever, manipulate the course or result of a competition, or any part thereof, in a manner contrary to sporting ethics, infringe the principle of fair play or show unsporting conduct and must not interfere in the running of sports competitions.

2.7 Members must ensure that their behaviour and actions are conducive to an inclusive and respectful culture within their club.

3. Dignity and Respect

3.1 All members must respect the rights, dignity and worth of each person in their right to self-determination. Specifically, members must ensure to treat everyone equitably and sensitively within the context of their activity and ability, regardless of gender, ethnic origin, cultural background, sexual orientation, religion, family status, political beliefs, age, disability or socio-economic status.

3.2 Members should respect one another and expect respect for their worth regardless of their role within any sports club.

3.3 Members must act in a professional and courteous manner and must ensure their actions, words or gestures do not breach the protected areas covered under Equality Acts (protected areas covered are; gender, civil status, family status, sexual orientation, religion, age, disability, race, membership of the Traveller community).

3.4 Members have a duty to foster a culture of dignity and respect and must not participate or encourage participation in mandatory or undignified initiation and/or hazing ceremonies and must not contravene the University Dignity and Respect Policy.

4. Communications and Confidentiality

The principle of confidentiality shall be respected by all those who this Code applies to, in all their related activities;

4.1. Members must keep and store securely all documentation with respect to meetings, correspondence, minutes of committee meeting, databases and financial reports. These documents should be stored in a manner that reflects the colleges GDPR policies and procedures.

4.2. Members of clubs must communicate effectively and accessibly with other club members through e-mail, noticeboards or the club's website.

4.3. In the course of, or for the purpose of this agreement the member will acquire or have access to and will be entrusted with information which will be confidential to the club or Trinity Sport. It is the member's duty to observe such confidentiality.

5. Abuse of Privilege

5.1 Members will avoid the use of their position as a member of the committee to seek any undue advantage for themselves, family member or associates

6. Breaches of the Code

For members who fail to abide by this code an investigation may take place, and which may result in disciplinary action. Where it is decided that a breach of this code of ethics or part thereof should be treated as a disciplinary matter, the following shall apply;

Penalties may include possible suspension or exclusion from the club committee and/or activities, removal of budget or fines issued to the club in questions, or suspension/exclusion from Trinity Sport or University facilities. Additional awareness training or training and resources around changing in cultural attitudes may also be part of any procedure where an investigation has found any breach in this code.

All breaches of this code will be reviewed at the first instance by the Sports Clubs Manager (currently the DUCAC Administrator) in conjunction with the Deputy Head of Sport. This will determine the severity of the breach as one of minor, medium or major;

6.1 Minor breaches will be dealt with by a group made up of the student Vice Chair or highest student representative of DUCAC, Deputy Head of Sport and Sports Clubs Manager (DUCAC Administrator).

6.2 Medium breaches will be dealt with by committee made up of the Dean of Students, Head of Sport and student Vice Chair or highest sporting student representative of DUCAC and if necessary, escalated further via the Junior Dean and or line manager within College.

6.3 Major breaches will be dealt with in the following way;

- a. Students- shall be dealt with in accordance with College's disciplinary procedures as set out in Schedule 1 to the Chapter on Student Conduct in the 2010 Statutes.
- b. Staff- will be dealt with as per the Dignity and Respect Policy and/or the disciplinary procedures as outlined by Human Resources.
- c. Others - (public members, graduates, volunteers) – will be subjected to the terms and conditions of Trinity Sport (<https://www.tcd.ie/Sport/about/terms-conditions/>) and/or to the appropriate body, for example, the national governing body of sport.

7. Review

The Code of Ethics will be reviewed on annual basis by an ad hoc group representing key areas within the University to include the Dean of Students, student representative, sports club's representative, Trinity Sport staff and a sporting alumni representative. Observations and comments can be sent to sport@tcd.ie.

Appendix 1: University Policies

Relevant University Policies to be taken into consideration with this code;

- a. Accessible Information Policy <https://www.tcd.ie/equality/policy/accessible-information-policy/>
- b. Alcohol policy <https://www.tcd.ie/about/policies/assets/pdf/CollegeAlcoholPolicy.pdf>
- c. Child protection policy <https://www.tcd.ie/about/policies/assets/pdf/child-protection-policy-final.pdf>
- d. Data Protection Policy https://www.tcd.ie/about/policies/data_protection.php
- e. Dignity and Respect Policy <https://www.tcd.ie/equality/policy/dignity-respect-policy/>
- f. Equality policy <https://www.tcd.ie/about/policies/assets/pdf/EqualityPolicyRevised2016.pdf>
- g. Gender Identity and **Gender Expression Policy**
- h. Trinity Sport **Sponsorship policy**
- i. Trinity Sport Terms and Conditions <https://www.tcd.ie/Sport/about/terms-conditions/>