

Triathlon Ireland Code of Conduct for Race Officials

This document is designed to provide clear guidelines and expectations for all Officials with Triathlon Ireland. This code outlines acceptable and unacceptable conduct and establishes a framework for reporting and sanctions in the event of breaches. It also covers essential aspects of the role such as terms of appointment, allocation procedures, junior events, and media/social media engagement. Please ensure you read and understand the following before signing to confirm your agreement in conforming to the Code of Conduct.

As a Triathlon Ireland official, you must:

- Ensure all qualifications are up to date and have knowledge and understanding of latest rules and attain a high level of competence through ongoing training to ensure safe and correct practice.
- Maintain, demonstrate, and promote the highest standards of respect for fellow participants, members, officials, organisers, and volunteers regardless of age, civil status, disability, family status, gender, housing assistance payment, membership of the traveller community, race, ethnicity, religion, and sexual orientation, gender expression and identity. (Statement from the Equal Status Acts, IHREC.)
- Never use or tolerate offensive, insulting, or abusive language/behaviour from athletes, spectators, or other volunteers and demonstrate appropriate conduct at events.
- Maintain appropriate appearance in proper uniform and be punctual to events.
- Be fair, honest, and considerate to triathletes and others in the sport.
- Prioritise athlete welfare and promote fair play.
- Review event suitability for age, ability, and experience of athletes taking part
- As well as this document, acknowledge and adhere to the Triathlon Ireland Safeguarding Code of Conduct for event staff which details what is and is not appropriate when it comes to officiating at junior events and supervising junior athletes.
- Complete and submit accurate and concise reports from every event at which you officiate
- Follow all guidelines provided by Triathlon Ireland and the event organiser
- Report any breaches of the code of conduct or misconduct with Triathlon Ireland
- Race officials are only permitted to officiate at triathlon events that have been officially sanctioned and approved by Triathlon Ireland. They are not authorised to officiate at any other events, even if they are related to triathlon.

Examples of a breach of conduct:

- Shouting, arguing, using foul, provocative language/gestures or behaviour, physically/verbally abusing athletes, supporters, coaches, parents/guardians, or any other volunteers at any time
- Intimidating or discriminating behaviour towards an athlete, coach, spectator, or other volunteers by words, deeds, or gestures.
- Ridiculing or scolding an athlete for making a mistake during an event
- Using social media or social media apps to abuse, taunt, bully, racially abuse, implicate, or undermine athletes, coaches, supporters, or other volunteers or to distribute offensive content
- Undertaking any other unsporting like behaviour

Reporting and Sanctions

Any breaches of the above-mentioned points within the code of conduct should be reported to Triathlon Ireland as per [Triathlon Ireland's Complaints Policy and Procedure](#) or can be reported directly to the Triathlon Ireland Technical Programme Executive.

The following is a short list of possible sanctions for breaches of the code of conduct:

- A caution or warning as to future conduct
- A suspension or expulsion from the Technical Official Programme

Terms of Appointment

In order to Officiate at Triathlon Ireland sanctioned events, the following items must be in place:

- Be a Member of good standing with Triathlon Ireland
- Completed a Triathlon Ireland Technical Official course or Motorcycle Official Workshop
- Be registered on the TI website with name and address and receive a TI number
- Have signed the Triathlon Ireland Code of Conduct and completed a Safeguarding course certificate uploaded to their Triathlon Ireland account
- Submitted a Garda vetting form to Triathlon Ireland (ROI)

Current, registered, and accredited Triathlon Ireland Officials who officiate at events run under the auspices of TI, you are automatically provided with insurance cover under the TI Insurance Policy

Allocation of Technical Officials & Motorcycle Officials

Appointments to events are made by the Regional Race Secretaries and are based on a number of criteria including (but not limited to):

- Experience and/or Qualification Level
- Proximity to the event. (Geographic Location)
- Quality of Technical Official Reports
- Deadline Adherence
- Relationship to the club(s) involved
- International Appointments
- Up to date certifications/vetting documentation

Officials must notify Triathlon Ireland and Regional Secretaries as soon as possible of any changes regarding their appointment and/or attendance at a Triathlon Ireland sanctioned event - failure to do so may jeopardise future appointments

Race Administration

For all Triathlon Ireland sanctioned events, Triathlon Ireland Officials must comply with the timelines for documentation as communicated to them and failure to complete the administrative tasks in the correct manner and within the agreed timelines may jeopardize future appointments.

- All post event reporting must be completed within 7 days of an event taking place via the online Google Form
- Race Officials must advise Triathlon Ireland as soon as practicable after an event, and no later than 7 days following the event, of any possible insurance claim/accidental injuries arising from the event by completing an Incident Report Form

Officials who experience any problems submitting their report should notify the Triathlon Ireland Technical Programme Executive immediately.

Event Incident Protocol

Officials must follow the Triathlon Ireland event incident protocol and notify Triathlon Ireland/Technical Committee/other stakeholders of any concerns in relation to the safe operation of the event in accordance with the procedures outlined in the protocol.

Safeguarding

All Triathlon Ireland Officials must adhere to TI Safeguarding Requirements: have a current Safeguard Certification and be Garda Vetted (if based in ROI). Any questions regarding your documents should be directed to the Technical Programme Executive. Having no or expired documents could result in losing appointments.

While officiating at events:

- If a child or young person shares their concerns with me I will listen, stay calm, not make judgements or false promises and will in a timely manner inform the Event Safeguarding Lead.
- I will respond to any concerns about a child's or young person's welfare, working in partnership with the Event Safeguarding Lead in the young person's best interests.
- I will report incidents/accidents to the relevant persons.
- I will report misconduct of participants or supporters' conscience of the fact that such matters may be followed up in accordance with Triathlon Ireland rules.
- I will ensure complaints including rumours are not ignored and are dealt with appropriately, following the relevant procedures.

Media & Social Media

Social Media plays an influential role in shaping the perception of officials and Triathlon Ireland at Triathlon Ireland sanctioned events. The following guidelines must be followed when posting social media content or speaking with the media relating to Triathlon Ireland::

- Clearly distinguish personal views from professional responsibilities when expressing opinions on social media.
- Refrain from publicly commenting on specific officiating decisions, ongoing investigations, controversies, or disclosing information that may compromise the integrity of Triathlon Ireland.
- Respect the privacy of athletes, fellow officials, and spectators at events in social media posts.
- Uphold a standard of professionalism both on and off the course, recognising the impact social media activity can have on the perception of officials at Triathlon Ireland events.
- Any use of the organisation's name, logo or images must be authorised and in line with official guidelines.

I hereby acknowledge that I have familiarised myself with the terms and conditions governing my appointment to the Technical Official & Motorcycle Official Programme. I understand that any violation of these terms may lead to disciplinary actions, up to and including removal from the programme. Accepting this appointment, I commit to abide by the Triathlon Ireland code of conduct, the World Triathlon Rules, and the Race Day Protocol.

I confirm that I understand that this appointment does not create a relationship of employer/employee with Triathlon Ireland and that any Employment Legislation including, but not limited to, the Organisation of Working Time Act 1997, the Unfair Dismissal Act 1993 and the Employment Equality Act 1998 (as amended) are not relevant to this appointment.