



Pregnancy, Parental and Family Policy

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At Triathlon Ireland, we are committed to fostering an inclusive and supportive environment for all our members. Recognising the unique challenges faced by athletes and board members who are pregnant, adopting, becoming parents through surrogacy, or otherwise welcoming a child, we have developed a comprehensive Pregnancy, Parental and Family Policy. This policy aims to provide practical support, ensuring that everyone can continue to enjoy the sport of triathlon while balancing family commitments.

We believe that by offering clear and compassionate policies, we can help our members navigate this life stage without sacrificing their passion for triathlon.

Membership:

Deferral policy:

If a Triathlon Ireland member is pregnant and is no longer able to train or race, their Triathlon Ireland membership may be deferred for a maximum of two membership years from the notification of cessation of activities. On return to activities the member will be covered by membership for the duration of time that remained in the membership for that year, however they will need to notify the membership team that activity has resumed under their membership. Where a membership is paused partway through a membership year, any unused portion will be reinstated upon resumption. For example, if a membership is paused in September, eight months will have been used, leaving four months remaining. These four months will be reinstated when the member resumes (up to two years).

Should a member continue to train without racing and train only with their club, their membership will be changed to a club training membership and reactivated to full membership upon their return. Members should contact the Triathlon Ireland membership referencing this policy to enact the deferral.

Age Group Racing:

Triathlon Ireland members who qualify for an Age Group Championship race can defer their slot on the Tri Team Ireland Age Group Team for up to two years following:

- The birth of a child, or in the event of pregnancy loss (including miscarriage or stillbirth). This also applies to partners where the due date is within 3 months before or after the event.
- Athletes pursuing Medically Assisted Reproduction: This may include in vitro fertilization (IVF), intracytoplasmic sperm injection, intrauterine insemination (IUI), egg retrieval,

embryo transfer (fresh or frozen), donor cycles, ovulation-induction treatment, and medically indicated egg freezing

Members should contact the Age Group Manager referencing this policy to enact the deferral.

Courses:

- For Triathlon Ireland members enrolled in a course, including coaching and technical official courses provision can be made for attending while pregnant if it is safe to do so.
- Provision will be made for those breastfeeding at courses such as allowing breaks for feeding and, where possible, depending on the venue, providing a space to do so.
- For Triathlon Ireland members who can no longer attend due to pregnancy Triathlon Ireland will defer the course place to be used within the next two years.

We request that you make the coaching administration team aware of your pregnancy or need to breastfeed if you wish to avail of any additional support.

Board and Committee Members:

We recognise that significant life events, such as the arrival of a child, may require time away from governance duties. This policy sets out the approach to maternity and paternity leave for Board members, ensuring clarity, fairness, and flexibility while maintaining good governance practice.

Leave of Absence

- Board members can request a temporary leave of absence for maternity, paternity, adoption, or parental reasons, if they wish for up to a maximum of 12 months with extension subject to board approval.
- The leave will be flexible in duration, agreed with the Chair, and clearly recorded in Board minutes.

Retention of Role

- The Board member's position will be held open during their agreed period of absence.
- The Board member will not be penalised, disadvantaged, or pressured to resign due to taking such leave.
- Board term limits will continue to apply during any period of maternity, paternity, adoption, or parental leave and will not be extended beyond the standard four-year term. Where a member's term expires during or shortly following a period of leave, they will be eligible to seek reappointment or re-election in accordance with the Triathlon Ireland's governance procedures.

Practical Supports for Board Members with Caring Responsibilities

Triathlon Ireland is committed to supporting Board members who are new parents or have caring responsibilities, enabling them to continue in their role where they wish to do so.

Board meetings are typically conducted remotely to support accessibility and flexibility. Where in-person attendance is required, reasonable accommodations will be made to support participation. This may include, where appropriate:

- Covering additional accommodation costs to allow a partner, carer, or support person to travel
- Facilitating arrangements so that infants can attend where appropriate
- Providing suitable facilities, such as private spaces for breastfeeding or expressing

Where a Board member is on an approved period of leave, they may, if they wish, join meetings remotely to remain connected. Participation will be entirely at their discretion, with no expectation should they choose not to engage during their leave.

These supports will be provided in a flexible and practical manner, taking into account individual needs and circumstances.

Delegation of Duties

- If the member holds a specific officer role (e.g. Chair of a subcommittee), temporary delegation should be arranged for continuity.

Communication & Support

- Regular but light-touch communication such as Board updates will be shared so the member can stay informed.
- Sensitivity should be shown around the level of contact, respecting the member's wishes.

Re-Engagement After Leave

- A re-onboarding process (e.g. briefing on key developments or decisions during their absence) will be offered when they return.
- Accommodations will be made for in-person meetings including comfort breaks, breastfeeding rooms, and provisions for care if necessary.

High Performance Athletes

Triathlon Ireland will support the provisions made by [Sport Ireland](#) and Sport Northern Ireland for carded athletes.

Independent Reporting:

Triathlon Ireland reserves the right to request additional verification of the relevant circumstances and may deny a deferral request if the documentation provided is deemed insufficient.

At Triathlon Ireland, we believe that this Policy should be developed in partnership with and in service of our community. We are committed to fostering an inclusive and supportive environment where all members can thrive, balancing their passion for triathlon with their family commitments. We value your input and encourage feedback on how we can enhance this policy to better serve our community. By working together, we can ensure that Triathlon Ireland remains a welcoming and accommodating space for everyone.

Data Protection:

All personal and medical information provided will be processed in accordance with Triathlon Ireland's Data Protection Policy and GDPR

Summary:

This document sets out Triathlon Ireland's Pregnancy, Parental and Family Policy, which apply to athletes, members, and Board members. The policy provides clear provisions for membership deferrals and course participation, and flexible leave arrangements for Board members. They are designed to ensure compliance with relevant legislation while promoting fairness, inclusivity, and good governance across all areas of the organisation.

This policy is subject to ongoing review.

For any queries, suggestions or enhancements to this policy, please reach out to Women in Sport Lead, Eleanor Condon - eleanor@triathlonireland.com