

## **Code of Ethics and Conduct – Scottish Student Sport**

The work of Scottish Student Sport focuses around three central priorities (Member Services, Advocacy & Competitions). All of our activities are held firmly in place by a commitment to creating a strong organisation, characterised by a positive culture. In order to uphold this culture the staff and membership of SSS will at all times aim to be; Ambitious, Inclusive, Innovative, Responsible & Collaborative.

Scottish Student Sport's (SSS) Code of Ethics and Conduct outlines the behaviour expected from all people connected with SSS. Whether it be those representing us in a professional manner, or those in attendance at SSS run events, all individuals have a responsibility to act according to the highest standards of integrity, and to ensure the reputation of SSS is beyond reproach.

Everyone involved in the SSS has a responsibility for setting the standards, making sure there is equal access and opportunity for all, and that fairness and respect is upheld. This code allows SSS to uphold its internal values of trust, integrity, responsibility and partnership working and allows us to deal with any breaches with a consistent approach.

It is expected that all involved with SSS activities to adopt the Code of Ethics and Conduct and breaches of this code may be dealt with through disciplinary procedures.

### **Who does this apply to?**

The generic code of behaviour applies to all individuals involved with SSS activities.

The Code of Ethics and Conduct applies to everyone within SSS. If you have a voluntary or a paid role, or you participate in a role which does not refer to you specifically, then this Code of Ethics and Conduct applies to you.

### **Principles**

Individuals involved with SSS; coaches, managers, participants, etc., are expected to treat everyone equally and sensitively regardless of age, disability, gender, race, ethnic origin, culture or social background, sexual orientation, religious belief, political affiliation or any other personal characteristic/feature. Scottish Student Sport is opposed to any form of violent, abusive, offensive or discriminatory behaviour.

Everyone involved with SSS has a responsibility to treat everyone with dignity, respect, sensitivity and fairness. Every person involved in SSS activities should be able to participate in an enjoyable and safe environment and be protected from abuse.

## **Expected minimum standards of behaviour and conduct for staff, volunteers, officials & participants**

All individuals involved in the SSS will, at all times:

- Respect the rights, dignity and worth of others
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and safety of others
- Protect themselves and others from verbal or physical abuse and threatening or intimidating behaviour
- Never use inappropriate language or gestures

This Code of conduct provides details of acceptable and unacceptable behaviour, and the expectations of others in relation to good operational practices. Scottish Student Sport hope that everyone involved will have a positive experience at the event within the parameters of this Code of Conduct.

My involvement with SSS assumes that;

1. I am aware that I am an ambassador for my institution and I take full responsibility for my actions. I have read this code of conduct and I understand the points set out below and agree to comply fully with them.
2. I will respect the dignity and rights of every individual and promote their welfare and individual needs.
3. I will build and promote relationships with colleagues and teammates that is based on openness, honesty, trust and respect.
4. I will display high standards of personal and professional behaviour at all times, providing a positive role model for others (this includes my use of social networking sites)
5. I will respect the differences between everyone in terms of age, gender (including transgender), race, ethnic origin, nationality, colour, religious beliefs, political belief, sexual orientation or disability
6. I will not smoke, drink alcohol or use banned substances whilst in attendance at an SSS event
7. I will not condone, or allow to go unchallenged, any form of discrimination if witnessed.
8. I will respond to any concerns about a person's welfare, working in partnership with others in the person's best interests
9. If any concerns raised may trigger future blockage of participation for an individual or a club at SSS events, I will inform SSS immediately following the event.
10. If a person shares their concerns with me I will listen, stay calm, not make judgements or false promises and will inform the correct person in line with the reporting procedures at my institution.
11. I will fully uphold the policies and regulations of SSS in relation to my role at the event

I am aware that I am an ambassador for my organisation and I take full responsibility for my actions. I have read this code of conduct and I understand the points set out below and agree to comply fully with them.

I understand that any breach of this code of conduct could result in my being sent home from the event and subject to disciplinary action from SSS and/or my institution. This could jeopardise my future participation within the sport and/or at future SSS activities or institutional events.

## **Members of the Press & Media & Officials**

In addition to the 11 expectations outlined above, anyone attending as an official, photographer or a volunteer from outside SSS or one of its member institutions, will also adhere to the additional expectations;

1. I will ensure that I have registered with the designated SSS representative on arrival. (Any individual that has declined permission to be photographed or have their image taken will be highlighted at this stage)
2. I will carry my event Media Pass at all times whilst undertaking my role at the event and present it when requested by any member of the event organising team
3. I will comply with the wishes of individuals in attendance at the event and promote their welfare and individual needs. This includes those people who may have declined permission to have their photograph and image taken
4. I will fully uphold the policies and regulations of my organisation in relation to my Press role at the event.

I understand that any breach of this code of conduct could result in my participation with the event being withdrawn and I may be dealt with using disciplinary procedure, which could jeopardise my future involvement at any SSS events and a report being provided to my employer.